

SUSTAINABILITY report

 **Cerrejón**
UNA EMPRESA GLENCORE

20
25



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About this REPORT

We are pleased to have you here and appreciate your interest in learning more about our 2025 Sustainability Report. This document reflects our commitment to Colombia, La Guajira, and its communities through responsible, transparent, and results oriented social and environmental management.

Our mining, rail, and port operations continue to connect La Guajira with the world, while also requiring us to act responsibly in the face of the territories and the country's social and environmental challenges. At every stage of our operations, we strive to generate shared value, protect the environment, and contribute to the local development of resilient communities.

Guidelines:

Global Reporting Initiative (GRI) Standards, Core option.

Reach:

This report presents the management of Carbones del Cerrejón Limited, a 100% privately owned foreign company incorporated in Anguilla, British West Indies, with a branch established in Colombia; and Cerrejón Zona Norte S.A., a 100% privately owned Colombian corporation domiciled in Bogotá (both hereinafter referred to as Cerrejón).

Period:

January 1 to December 31, 2025. The previous report covered the same period of the prior year.

Consolidation, development and review

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Letter from the President



Dear stakeholders,

With commitment and responsibility, we present our 2025 Sustainability Report, an exercise in transparency that reflects progress, lessons learned, and challenges in our mission to contribute to a more resilient La Guajira. This report also reflects the efforts of thousands and the pride of conducting responsible mining in Colombia. During this period, we faced a challenging operational, economic, and social environment. Unsustainable seaborne thermal coal prices led us to reduce production to 16.8 million tonnes, prompting us to review processes to improve efficiency, reduce costs, and ensure operational continuity.

Despite this context, we remained firm in our purpose of being a responsible operator and continuing to contribute to the region's development. Our priority continues to be the safety and well-being of our people. During this period, we recorded zero fatalities. We closed the year with 12,434 employees and contractors. In addition, we consolidated the implementation of SafeWork 2.0 across our operations, helping to eliminate fatalities and reduce workplace incidents.

The reduction in production did not affect our social or environmental commitments. In 2025, the company invested US\$M 22, delivering more than 2,200 social initiatives, both voluntary and mandatory, and reaching 435 agreements, 411 of which were signed with communities as part of the prior consultation process under ruling T-704.

In terms of water access, Cerrejón delivered 50 million liters to 164 communities along the railway and in Puerto Bolívar. In education, 16,956 people benefited, including employees, their children, and communities, and school subsidies were provided to 20,440 individuals, mainly employees' children.

Our economic contribution to La Guajira included of US\$M 165 in royalties and US\$M 19 in departmental and municipal taxes, as well as US\$M 87 in local procurement and contracts.

During the year, we also advanced projects that contribute to regional development. Through our corporate volunteering program "Together We Change Lives," and in partnership with 59 contractor companies, we renovated and equipped the San Rafael Educational Institution in Albania, benefiting more than 1,700 students. Likewise, with the inauguration of the Mining Integration Park in Albania, together with the "Friendly Giant" Park in Barrancas, we continue to consolidate a mining route that is beginning to stimulate tourism and the local economy.

Environmental stewardship remains a cornerstone of our operations. In 2025, we allocated US\$M 110 to environmental investments, advancing the progressive rehabilitation of disturbed areas and the conservation of tropical dry forest.

To date, we have planted more than four million trees and rehabilitated over 5,300 hectares. We also continue to strengthen responsible water management, primarily using rainwater and sources not suitable for human or animal consumption in our operations.

We also made progress in ethics, transparency, and human rights, completing 100% of the actions under the plan derived from our Human Rights Risk and Impact Assessment, and strengthening due diligence and compliance systems.

These efforts have been recognized in various national forums. During the year, we were featured in rankings and awards that value our environmental, social, and governance performance,

helping to consolidate our reputation and strengthen our social license to operate. In line with this, the 2025 study by the National Consulting Centre confirms a strong reputation, reflected in a seven-point increase in the Corporate Reputation Index, which is measured on a scale from zero to one thousand. In 2025, the score reached 785 versus 778 in 2023, driven mainly by the positive perception of employees and contractors, who highlight the company's contribution to employment and quality of life.

However, challenges in the operating environment remain significant, with nine terrorist attacks and 201 blockades, mainly on the railway, most of which were unrelated to our operations but nonetheless prevented coal transport to Puerto Bolívar for 96 days, equivalent to more than three months. This was compounded by legal instability, marked by the entry into force of a temporary 1% tax on exports.

In 2026, we will continue strengthening our safety culture, improving operational efficiency, and advancing our social, environmental, and human rights commitments. We will also deepen dialogue with our stakeholders, convinced that building trust is key to sustainable development.

To make this possible, it will be essential to ensure conditions of stability, security, and clear rules that protect investment and enable continued opportunities for communities.

We thank all our stakeholders for accompanying us on this journey. We invite you to continue reading this report, which reflects our commitment to La Guajira and the collective effort that allows us to remain the work of thousands and the pride of a nation.

Claudia Bejarano
President, Cerrejón



Performance Dashboard

Our performance is the result of our daily work, continuous learning, and the decisions we make responsibly. The indicators presented below reflect our social, environmental, and operational progress, and guide the decisions we make to continue improving.

Tons produced

(FIGURES IN MILLION MT)

We operate an integrated mining, rail, and port system, with a focus on efficiency, safety, and operational responsibility.

2020	2021	2022	2023	2024	2025
12,4	23,4	19,7	22,0	19,2	16,8

Royalty payments to the government

(IN MILLIONS OF USD) SEE MORE: PAGE 55

We contribute to the country through the payment of royalties, a mechanism that drives economic growth, strengthens social investment, and supports the development and competitiveness of regions.

2020	2021	2022	2023	2024	2025
56	100	347	483	221	165

Payments to La Guajira and municipalities

(IN MILLIONS OF USD) SEE MORE: PAGE 55

We contribute to the development of La Guajira and the municipalities within our area of influence through the payment of taxes to local governments, supporting public management and the resilience of this region.

2020	2021	2022	2023	2024	2025
9	11	13	12	17	19





Recordable injury frequency rate

SEE MORE: PAGE 26

Calculated based on fatal accidents and work-related injuries (lost time, restricted work, or medical treatment) per million hours worked, it allows us to assess our health and safety performance.

2020	2021	2022	2023	2024	2025
0,90	0,69	0,93	1,21	1,19	0,52

Industrial water used in the operation

SEE MORE: PAGE 41

Responsible water management is a priority in our operations. Therefore, we primarily use industrial or mining water sources that are not suitable for human, animal, or agricultural use.

2020	2021	2022	2023	2024	2025
85%	89%	93%	92%	91%	93%

The remaining 7% was sourced from the Ranchería River and its aquifer and was used for the consumption of employees, contractors, and neighboring communities.

Trees planted

SEE MORE: PAGE 46

As part of our land rehabilitation efforts, we have made progress in restoring areas impacted by our operations, contributing to the recovery of tropical dry forest in La Guajira.

2020	2021	2022	2023	2024	2025
63.400	266.000	581.000	530.000	648.000	325.426

Compliance with air quality regulations

SEE MORE: PAGE 43

We continuously monitor air quality through a monitoring network that measures particulate matter to ensure compliance with environmental regulatory limits.

2020	2021	2022	2023	2024	2025
100%	100%	100%	100%	100%	100%

Environmental investment

(IN MILLIONS OF USD) SEE MORE: PAGE 40

Focused primarily on air and water quality management, waste management, biodiversity protection, and land rehabilitation, to ensure environmentally responsible operations.

2020	2021	2022	2023	2024	2025
43	80	88	92	113	110

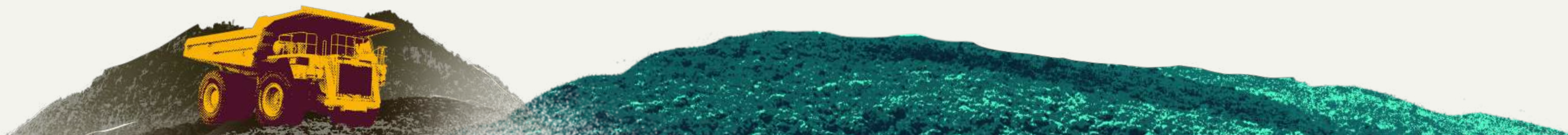
Social investment

(IN MILLIONS OF USD) SEE MORE: PAGE 29

We promote initiatives that originate from neighboring communities and local governments, fostering their long-term resilience and sustainability.

*Includes administrative expenses.

2020	2021	2022	2023	2024	2025
4	6	29	24	21	22





Water delivered to communities

SEE MORE: PAGE 30

Through the Water Train program, we contribute to safe drinking water access for 164 neighboring communities, as part of our ongoing commitment to their well-being and quality of life.

2020	2021	2022	2023	2024	2025 50
29	38	42	60	57	

(Figures in millions of liters)

Signing of consultation agreements ruling t-704

SEE MORE: PAGE 32

We made progress in the signing and responsible implementation of agreements derived from Ruling T-704. Through dialogue, we contributed to strength more than 500 communities, which are now more robust, autonomous, and resilient.

WE REACHED
435
AGREEMENTS

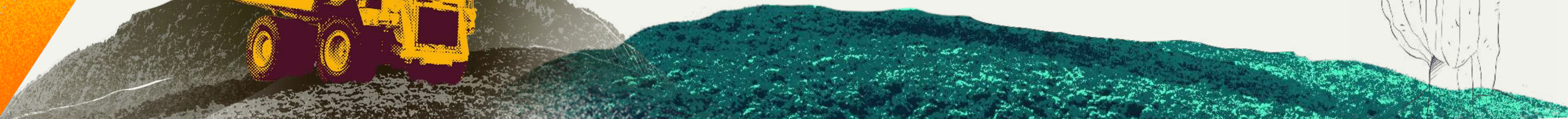
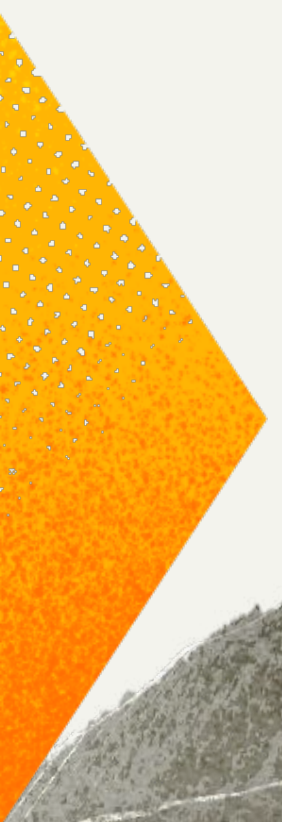
Total direct employees and contractors

SEE MORE: PAGE 25

We promote an organizational culture based on respect for human rights, personal and professional development of our employees, and access to benefits that contribute to the well-being of employees and their families.

EMPLOYEES	DIRECT	CONTRACTORS	TOTAL
2025	5.593	6.841	12.434
2024	6.273	7.503	13.776
2023	5.508	7.029	12.537
2022	5.155	6.982	12.137
2021	4.889	6.199	11.088

PERCENTAGE OF EMPLOYEES FROM LA GUAJIRA:





Achievements 2025

01 The safety and well-being of our workforce remains our top priority, enabling us to close 2025 with zero fatalities.

03 We generated employment for 12,434 workers, including direct employees and contractors, more than 61% of whom were born in La Guajira.

05 We fostered local supply chains through local suppliers and contractors, totaling US\$M 87.

07 We delivered 50 million liters of water to 164 communities in La Guajira through the Water Train initiative and water trucks, benefiting more than 2,350 families.

09 Our corporate volunteer program, "Together We Change Lives," brought together 59 contractor companies and completed its first project: the renovation and equipping of the San Rafael School in Albania, benefiting more than 1,700 children.

02 We strengthened the implementation of SafeWork 2.0 across our operations, contributing to the elimination of fatalities and accidents reduction.

04 We paid US\$M 19 in taxes and other contributions to municipalities within our area of influence and to the department of La Guajira, and US\$M 165 to the national government in royalties.

06 We made social investments of US\$M 22, supporting more than 2,200 initiatives implemented by the communities themselves, strengthening their autonomy and resilience.

08 Within the framework of Ruling T-704, we signed 435 agreements, of which 411 were formally closed after fulfilling the agreed compensations.

10 We delivered the Mine Integration park in Albania, which, together with the Barrancas' Friendly Giant Park, consolidates a mining route that promotes tourism and the local economy.





Achievements 2025

11 We completed 100% of the actions defined in the plan to address the six Salient Human Rights Issues identified in the third Human Rights Risk and Impact Assessment.

13 93% of the water used in our operations comes from rainwater, stored in mining areas not suitable for human or animal consumption, minimizing the use of water from natural sources.

15 More than 3,300 employees were trained in our Code of Conduct and business ethics.

17 The Ministry of Labor recognized us for our training program on responsible soil management and final disposal for land rehabilitation.

19 We raised awareness among more than 400,000 people across diverse stakeholder groups about our social, environmental, and economic management, positioning Cerrejón as a key contributor to the development of La Guajira and the country.

12 We allocated US\$M 110 to environmental investments.

14 We planted more than 325,426 tropical dry forest trees, reaching a historical total of 4 million trees planted and more than 5,369 hectares of rehabilitated land.

16 We were recognized in nine national awards and rankings, including Forbes' list of the 50 most sustainable companies in Colombia, leadership in ESG performance within the mining sector according to Merco, and the Caracol Televisión Environmental Award for the program **"The jaguar comes back to La Guajira"**.

18 We obtained the EDGE MOVE certification, an international recognition that validates our progress in gender equity, becoming the first mining company in the world to achieve it, with the support of Glencore to strengthen inclusion, diversity, and equity.

20 We increased our Corporate Reputation Index by seven points (785 vs. 778 in 2023), reflecting a strong reputation and a stronger social license, driven by the positive perception of employees and contractors.





Priorities 2026

01

Continue strengthening the SAFEWORK safety culture to ensure a fatality-free, safe, and healthy work environment for all our employees and contractors.

02

Make our operational and administrative processes more efficient to ensure the sustainability of our operations.

03

Consolidate the implementation and execution of pending initiatives under consultation agreements yet to be closed.

04

Continue the progressive rehabilitation of mined areas, conservation programs, and compliance with the Environmental Management Plan.

05

Continue strengthening Cerrejón's position as a benchmark in ethics and compliance.

06

Conduct the Fourth Human Rights Risk and Impact Assessment to update the risk map and strengthen due diligence.

07

Strengthen and advance our engagement strategy to continue building genuine relationships with our stakeholders.





Cerrejón LA GUAJIRA

Located in La Guajira, neighboring six municipalities: Albania, Barrancas, Hatonuevo, Maicao, Manaure, and Uribia, Cerrejón is an open pit coal operation integrated by a mine, railway, and port.

From this territory, we supply energy to the world and create opportunities for more than 12,000 families that depend directly and indirectly on our operation.

With six active pits, we carry out our activities under standards of social and environmental responsibility and respect for Human Rights. The thermal coal we produce is transformed into electricity that enables everyday actions such as lighting homes, powering hospitals and schools, operating transportation systems, and supporting industrial processes that make the production of food, medicines, and everyday goods possible.



We are a Glencore company.



Glencore

We are one of the world's largest diversified natural resource companies and a major producer and marketer of more than 60 commodities. Through a global network of assets, customers, and suppliers, we produce, process, recycle, source, market, and distribute the commodities that drive everyday life.

Our customers are industrial consumers, including those in the automotive, steel, power generation, battery manufacturing, and oil sectors. We also provide financing, logistics, and other services to commodity producers and consumers.

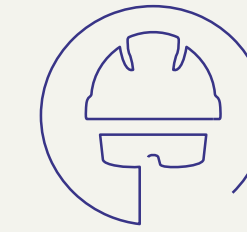
● Main Office ● Offices ● Industrial Asset



MORE THAN
140.000
EMPLOYEES AND CONTRACTORS
PRESENCE IN OVER
30
COUNTRIES

Values

Safety



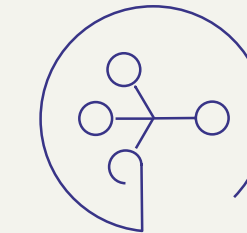
We never compromise on safety. We look for each other and if the job is not safe, we stop it.

Integrity



We have the courage to do the right thing, even if it is difficult. We keep our word and treat each other fairly and respectfully.

Simplicity



We work efficiently and focus on what is important. We avoid unnecessary complexity and look for simple and pragmatic solutions.

Transparency



We are honest and straightforward when we communicate. We strive to improve by sharing information and encouraging dialogue and constructive feedback.

Responsibility



We take responsibility for our own actions. We talk and listen to others to understand what they expect from us. We work to improve our business, social and environmental performance.

Entrepreneurship



We encourage new ideas and adapt quickly to change. We are always looking for new opportunities to create value, as well as new ways to work better and safer.



Contribution to the Sustainable Development Goals from our material issues

Our materiality assessment, which we update every two years, was most recently conducted in 2024. Through this process, we actively listen to our stakeholders to understand which environmental, social, and economic issues they consider most relevant, and how they expect us to manage our impacts and priorities. This engagement enables us to focus our strategy where we truly create value and to strengthen management aligned with the realities of the territory.

The voices of employees, communities, authorities, suppliers, customers, academia, unions, industry associations, and other key stakeholders were complemented by insights gained through our ongoing engagement. This comprehensive perspective allowed us to validate and prioritize the material topics that guide our decisions and structure this report.

This exercise also enabled us to reaffirm and deepen the material topics that have guided our management in recent years, prioritizing those with the greatest impact on our stakeholders and the sustainability of the business, such as:

Occupational health and safety



Labor welfare



Generation of local employment and diversity



Community relations and contribution to community welfare



Commitment to Human Rights



Access to water and efficient use of water resources in mining operations



Biodiversity conservation



Responsible management of air and soil quality



Land rehabilitation



Economic and operational performance



Contribution to the national and regional economy



The exercise also enabled the identification of emerging topics that require increased attention and management in the short and medium term, including:

Closure of operations and transition to sustainable closure



Climate change adaptation and mitigation



Impact of blockages on operations and the community



Development of social projects for La Guajira



Strengthening of local suppliers and generation of productive linkages



Materiality is a living guide for our management. It helps us remain aligned with the Sustainable Development Goals and to act with greater clarity in addressing the challenges of our environment, while transparently communicating the progress, results, and priorities that shape our path toward sustainable development in La Guajira.





Resilient communities

At Cerrejón, we understand resilience as an opportunity to empower and strengthen our different stakeholders, respecting their knowledge, culture, and leadership so they can build their future based on their own resources and decisions. This resilience is reflected in the ability to adapt, grow stronger, and respond to the social, economic, and environmental challenges of their surroundings, developing autonomy and capabilities that enable them to move forward independently.

In La Guajira, **resilience is part of everyday life**. It is present in Wayuu communities that organize to preserve and access water, in Afro-Colombian communities that keep their traditions alive, in workers who find ways to move forward through collective effort and a strong connection to their land, and in the people of La Guajira who seek new ways to generate income even in the face of challenges.

Based on this vision, in recent years our social strategy has evolved to place the **strengthening of resilient and sustainable communities at its core**. This approach recognizes the value of collaboration, local knowledge, and ongoing dialogue as the foundation for building trust-based, long-term relationships. In this way, we continue to advance as a responsible operator, fostering meaningful, respectful, and two-way engagement with our stakeholders.

Our role is to support processes that already exist or emerge within the communities neighboring our operations, promote informed decision making, and help create the conditions that enable community development without generating dependency. We work with respect for local dynamics and shared responsibility, recognizing communities as the protagonists of their own development.

To move forward with this purpose, we implement strategic actions focused on the priority needs of communities. The initiatives presented in this report, related to access to water solutions, capacity building, income generation, health, and community infrastructure, reflect our day-to-day work, as well as the stories and lessons that bring **resilient communities** to life. Through dialogue, participation, and respect for local contexts, these actions respond to real needs, strengthen the social ties, and contribute to building together a region and a country better prepared for social, economic, and environmental challenges of today and the future.

“ Our social strategy has evolved to place the strengthening of resilient and sustainable communities at its core. ”





Responsible GOVERNANCE

CHAPTER

01





CLAUDIA BEJARANO
President

Corporate governance, AND RESPONSIBLE DECISION-MAKING



JUAN CARLOS CONSUEGRA
Executive Vice President
of Operations



EDGAR ALFONSO
Vice President - Finance



MYRIAM VARGAS
Vice President of Legal
and Corporate Affairs



LUIS E. MARULANDA
Vice President of Public
Affairs and Communications



MIGUEL MONTOYA
Human Resources
and Services Manager

*OTHER ATTENDEES:
JUAN PABLO RUGELES
(COMPLIANCE MANAGER)
ATTENDS AS A PERMANENT GUEST.



OSCAR ALARCÓN
Vice President
of Projects



ÁNGELA LÓPEZ
Vice President
of Maintenance



EDUARDO URIBE
Vice President
of Production

At Cerrejón, we have a corporate governance model that guides strategic decision making under principles of ethics, transparency, and sustainability, contributing to value creation in the region and to strengthening resilient communities.

The company's leadership is entrusted to our corporate bodies: our shareholder, Glencore, the Board of Directors, and the legal representative, who define the guidelines for responsible, long-term management. In addition, the Executive Committee, led by our President, Claudia Bejarano, and composed of the vice presidents of the different areas, plays a key role in steering the business, aligned with compliance with our Code of Conduct and Corporate Policies. This body has a 33% female representation, reflecting our commitment to diversity, equity, and inclusion.

Our values and principles

At Cerrejón, we live our values in every decision and in the way we operate, guided by a vision of sustainability and corporate responsibility.

We promote an organizational culture grounded in ethics and transparency, supported by policies and procedures that address key issues such as Human Rights, equal opportunity, information management, and conflicts of interest, among others. Our Code of Conduct guides the actions of employees and contractors, providing clear principles for decision making and ensuring that our activities are carried out responsibly, with integrity, and in compliance with the law.

Compliance

We promote an ethical culture through awareness and training initiatives that enable the timely identification and mitigation of risks, within the framework of our Corporate Compliance Program. This includes the Self-Control and Comprehensive Risk Management System for Anti-Money Laundering, Counter-Terrorist Financing, and Counter-Proliferation Financing the Business Transparency and Ethics Program among other policies and procedures. The Corporate Program involves all Cerrejón partners and suppliers and is supported by due diligence processes, continuous monitoring, and ongoing improvement, contributing to the strengthening of an ethical, transparent, and responsible compliance culture.



We speak openly

At Cerrejón, speaking up is not only a right but also a shared responsibility.

To support our policies, we have Raising Concerns, a reliable and impartial reporting channel that allows anyone to anonymously report unethical behavior or actions that violate our Code of Conduct, internal policies, or the law. In this matter, we recognize and promote the role of leaders in creating dialogue spaces within their teams, fostering ongoing conversations about Ethics, our Code of Conduct, and the use of reporting channels.

All reports are investigated with strict confidentiality and with a guarantee of non-retaliation, promoting an environment of trust and transparency.





Achievements 2025

01

We recorded no incidents of corruption or bribery in our operations, nor any regulatory breaches associated with the PTEE or SAGRILAFI.

02

We trained all new employees in our Code of Conduct and compliance policies.

03

More than 3,300 employees were trained in our Code of Conduct and Conflicts of Interest.

04

We managed more than 1,900 due diligence processes, 58% of which corresponded to suppliers.

05

We communicated compliance guidelines to nearly 1,600 suppliers and contractors.

06

We delivered specialized training to 120 critical employee profilers with greater exposure to risks of corruption, bribery, and money laundering.

07

We managed 68 cases through our reporting channels.

08

We updated the Harassment Prevention Protocol and launched the Harassment, Violence, and Discrimination Prevention Policy.

09

We participated as speakers in the Compliance and Business Law forum at Universidad del Norte, sharing best practices.

Priorities 2026

01

Anticipate emerging risks through continuous monitoring and technological analytics to strengthen decision making.

02

Continue extending an integrity culture across our value chain, consolidating shared ethical standards with suppliers and partners.

03

Continue strengthening employees' trust in reporting channels and in the Internal Control system, promoting a transparency culture.





Strategic engagement and institutional legitimacy

At Cerrejón, we promote close and respectful engagement that recognizes cultural diversity and the territory dynamics as a foundation for contributing to the sustainable development of La Guajira. We foster spaces for dialogue and participation that build trust and support informed decision making, strengthening partnerships with employees, communities, authorities, strategic allies, and key stakeholders across the country.

During 2025, we strengthened our presence in key industry forums, participating in spaces such as the **Mine Closure Congress** and the **Women in Mining** webinar, and consolidating alliances with industry associations such as the **Colombian Mining Association**, the **National Association of Colombian Entrepreneurs**, and the **“National Federation of Merchants”**. We also worked alongside TEDx Riohacha and municipal governments to communicate, with institutional leadership, the context and regional impact of production adjustments.

Engagement with media and thought leaders was key to sharing environmental, social, and economically relevant initiatives for La Guajira. We achieved coverage in national media and strengthened our relationship with regional press by transforming the **Departmental Journalism Award into Voces de La Guajira**, in partnership with the “Mesa Más La Guajira”, featuring journalist **Claudia Palacios**.

We launched our **2024 Sustainability Report in partnership with Universidad del Norte**. Panelists included Vicente Berardinelli, Barrancas’ Mayor ; Weildler Guerra, Guajiro anthropologist and author of the Guajira perspective featured in this edition; and Francisca Cobo, a member of the Oreganal community. We also participated in the **First Regional Forum on Transition and Productive Diversification in the Caribbean**, organized by **Ojo Pelao**, and supported events that promote healthy lifestyles, such as: **“Me pongo la 10 por el cuidado”** in Riohacha.

Internationally, we hosted a team from **National Geographic**, accompanied by Mamos and Wiwa representatives, as part of a documentary on ancestral territories. We also received a delegate from the German Embassy linked to the **German Mining Museum**, with whom we explored collaboration opportunities, particularly in mine closure processes.

Within the community, as part of the **Railway Accident Prevention Plan**, we conducted **nine safety seedbeds** impacting positively 1,539 children, held **378 awareness sessions** on self-care, and carried out Coal Routes with the participation of 82 communities, promoting direct understanding of our operation.





Achievements 2025

01 We maintained a sustained territorial presence with 865 visits to neighboring communities.

02 We amplified our strategic narratives through national and regional media.

03 We launched our 2024 Sustainability Report in partnership with Universidad del Norte.

Priorities 2026

01 Continue promoting our participation in academic and cultural spaces at both local and national levels, fostering knowledge exchange and raising awareness around mining activities and sustainable development.

02 Maintain trust-based relationships through open and transparent dialogue.

03 Position Cerrejón in key conversations on regional development and productive transition, strengthening academic, institutional, and sectoral partnerships in a challenging environment.





Recognition that validates our management



Each recognition reflects the commitment and discipline with which we work for La Guajira and Colombia. These distinctions not only highlight what we have achieved but also inspire us to continue raising our standards and to move forward responsibly.

During 2025, we were recognized across different platforms for initiatives that strengthen regional development and reinforce our management, reaffirming the trust of our stakeholders and motivating us to continue building a resilient and sustainable future.

Reputation

- ◆ **National Consulting Center:** The 2025 Image and Reputation Study confirmed a strong reputation and a steadily improving social license to operate. The company is perceived as a necessary and vital contributor to the wellbeing of La Guajira, reaffirming that Colombians' views matter to us. Our Corporate Reputation Index increased by seven points to 785, on a scale from zero to one thousand.
- ◆ **Merco Responsibility ESG Colombia:** Recognized as the best mining company and one of the top 100 companies in the country in social, environmental, and corporate governance responsibility.

Training

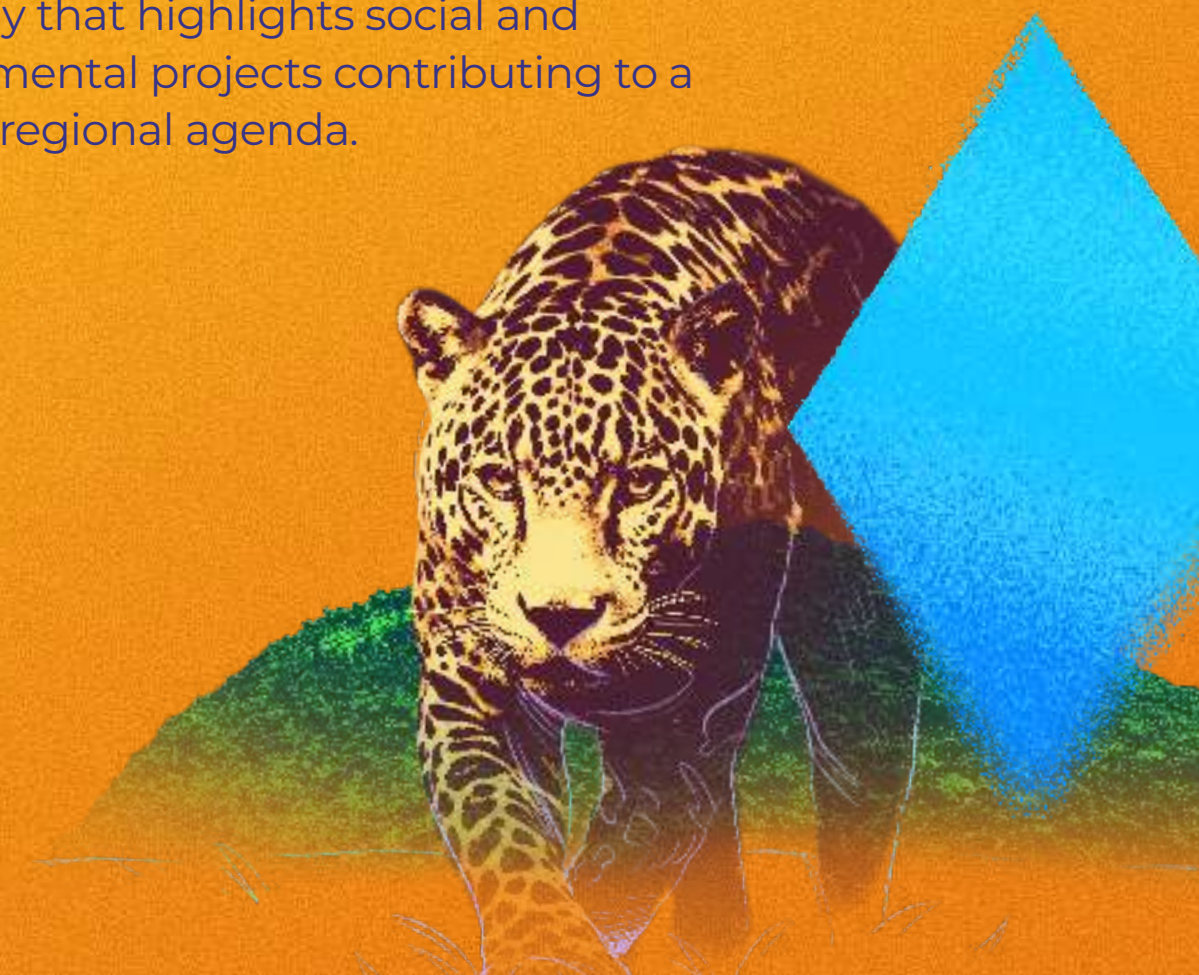
- ◆ **Ministry of Labor:** Approved as a Business-Based Vocational Learning Unit and certified by ARL Positiva for meeting the requirements in facilities and programs through which more than 13,000 employees and contractors were trained. We became the first company in the country to obtain both recognitions simultaneously.

Equity, Diversity, and Inclusion

- ◆ **We obtained the EDGE MOVE certification,** an international recognition that validates our progress in gender equity, becoming the first mining company in the world to achieve it, with the support of Glencore to strengthen inclusion, diversity, and equity.

Sustainability

- ◆ **Caracol Televisión:** We received the Environmental Award in the Large Company category for the program "The jaguar returns to La Guajira and moves through the Wüin Manna water biological corridor."
- ◆ **Ministry of Labor:** Recognized for our training program on responsible soil management and final disposal for land rehabilitation.
- ◆ **Forbes:** Recognized among the 50 Leading Companies in Sustainability 2025.
- ◆ **The International REC Standard Foundation:** We obtained the international iREC certification for offsetting our energy consumption by sourcing 100% of our electricity from renewable energy.
- ◆ **La Guajira journalists:** Recognized as a company that highlights social and environmental projects contributing to a positive regional agenda.





PEOPLE transforming TERRITORIES



CHAPTER
02



Human capability development

Over 12,000 people who make our operation possible are the driving force of Cerrejón, the foundation of our sustainability, and what makes us resilient in challenging environments like those we face today. Their daily commitment to La Guajira and the country compels us to maintain a safe, respectful work environment focused on the well-being of employees and their families.

In 2025, we maintained practices that promote health and safety, strengthened a culture based on respect, dialogue, and human rights, and advanced in building a more equitable, diverse, and inclusive workplace. A clear example of this was obtaining the EDGE MOVE® certification, which made us the first mining company in the world to achieve this recognition. This certification promotes a collaborative culture that values diversity and fosters an inclusive environment where everyone can reach their full potential. The process was supported by Glencore, within the framework of its IDEAL strategy to strengthen Inclusion, Diversity, Equity, and Advance Locally across its operations.

We stayed closer to our workforce through Field Human Resources Agents Gestores en Campo, a direct support and assistance channel within the operation for managing human talent matters across different areas. We handled 4,702 cases, 95% of which were solved on the same day.

Training

Training is a pillar of our sustainability, as it strengthens productivity, drives innovation, incorporates ethno-education as a fundamental principle, and consolidates a responsible, competitive, and safe organizational culture. At Cerrejón, this function is key, as it contributes to talent development in local municipalities, closes critical technical gaps for operations, and mitigates the risk of losing local talent.

In 2025, we achieved accreditation from the Ministry of Labor for 15 training programs in maintenance and operation of mining equipment through Cerrejón's Workplace Vocational Training Unit - a mechanism promoted by the Ministry that enables companies to train and certify employees, apprentices, and contractors in technical labor competencies, ensuring an offering aligned with institutional standards and business needs.

During this period, we trained around 800 new employees as operators and technicians, directly supporting the implementation of the fourth shift, and consolidated a follow-up strategy to sustain key competencies such as operational safety and productivity among employees with less than one year of experience.





Achievements 2025

01 We continued implementing action plans derived from the 2024 People Survey (92% favorability), including the update of recognition and flexible work policies, and the development of a focus group with women to strengthen equity and professional development.

02 We updated and approved succession plans and initiated development plans for successors. One hundred percent of leadership vacancies in 2025 were filled with talent identified through this framework.

03 We strengthened talent hiring from communities within our area of influence, reaching 78.8% among apprentices and 81.6% among qualified technical personnel.

04 We implemented an accelerated training program, in partnership with Relianz, to strengthen technical competencies and improve employability for 12 maintenance technicians from our area of influence.

05 We launched a guidance booklet in Spanish and Wayuunaiki for résumé preparation, aimed at neighboring communities.

06 We developed a training program for employability that includes career guidance, defensive driving, and basic safety, in partnership with SENA and SEGENTEC, benefiting 150 people from our area of influence.

07 We were recognized by the Ministry of Labor for our commitment to green growth and sustainable development through the training delivered in our Workplace Vocational Training Unit.

08 We certified 33 instructors in partnership with SENA and 12 instructors directly with mining equipment manufacturers, consolidating a highly competent training team aligned with business standards.

Priorities 2026

01 Implement actions to sustain and strengthen our Leadership School, ensuring its alignment with the strategic needs of the business.

02 Maintain employment management with a focus on our area of influence, more actively involving contractor companies to expand the impact on local employability.

03 Consolidate a model structured on level-based programs to ensure learning progression, the development of technical competencies, and the standardization of training processes.

04 Implement the training matrix for all company roles, enabling planning aligned with the requirements of each position and effective oversight of training processes.





Local talent and employability

Talent management (FIGURES)

	Cerrejón	Contractors	Total
La Guajira	3,711	3,926	7,637
Costa Caribe	1,518	2,493	4,011
Rest of the country	364	422	786
Total	5,593	6,841	12,434

Cerrejón employees and contractors by gender

	Cerrejón	Contractors	Total
Woman	699	776	1,475
Men	4,894	6,065	10,959
Total	5,593	6,841	12,434

Cerrejón Employee Rolling Turnover Index (12 months of 2025)

% Personnel turnover (general)	7.7%
% Women turnover	8.9%
% Male turnover	7.5%





Health and safety as an operational priority

Health and safety of our workforce is our highest priority. We never compromise on safety, if a task is not safe, we stop it. We also have a Health and Safety Management System that enables us to promote healthy lifestyles, identify risks, and manage them comprehensively across our operations.

In 2025, we maintained a **fatality-free operation** and reduced recordable injuries by 54.2% and High Potential Risk Incidents (HPRI) by 45% compared to 2024. Through clear standards, critical controls, and safe behaviors, we work to prevent serious and fatal accidents and incidents, ensuring safe working environments. Any loss of life is unacceptable, which is why we maintain a firm commitment to eliminating fatalities in our operations.

During this period, we continued implementing the SafeWork 2.0 project, our main corporate strategy aligned with Glencore's Health, Safety, Environment, and Human Rights Management System. Its objective is to eliminate fatalities and reduce injuries and occupational illnesses through a multi-level assurance process

that enables performance monitoring, strengthens compliance with standards, and triggers preventive and corrective actions to avoid incident recurrence. We reached 79% progress against the two-year implementation plan, representing 94% of the specific activities planned for 2025, and further strengthened the development of an increasingly interdependent safety culture.

We also reinforced visible leadership in the field with the participation of 669 leaders, achieving 88% compliance with the leadership training plan and more than 100% of the visible field leadership activity plan. Our leaders promoted safe practices at work sites, reinforcing risk analysis tools and compliance with the procedures defined for each task.

On the health front, we promoted the importance of self-care and healthy lifestyles among our employees and neighboring communities through prevention and promotion of activities established in our health standard.





Achievements 2025

01 We trained 94% of Cerrejón's new leaders and 83% of those called from contractor companies.

02 More than 13,000 people were trained in tools to assess risks before starting a task and to conduct more detailed analyses to identify hazards and define controls, strengthening the safety culture across the operation.

03 1,338 leaders received operational safety training to enhance their capabilities in risk recognition, the application of appropriate controls, and guiding their teams in performing work safely.

04 We completed the internal and external audit plan, ensuring the implementation of fatal risk protocols.

05 We achieved a 98% score in the audit of Decree 1072 for the Occupational Health and Safety Management System.

06 We updated current legal safety requirements and Glencore standards in contracts.

07 We achieved 100% training for the target population under Glencore's contractor management standard.

08 We conducted 4,901 periodic medical evaluations, reaching 109% of the annual target and exceeding the goal for the second consecutive year.

09 We updated 759 job health profiles, which define health requirements and capabilities needed to perform each role safely, transitioning to an individual-based model.

10 We reduced to 38% the population with work restrictions through effective return-to-work strategies.

11 We tripled cardiovascular risk assessments with 1,094 tests, strengthening the prevention of chronic diseases and aligning positively with the return-to-work process of many employees.

12 As a healthy organization certified by the Colombian Heart Foundation, we carried out Culture of Care initiatives in Riohacha, the mine camp in Albania, Mushaisa, and Puerto Bolívar under the slogan "Me pongo la 10 del cuidado," with the participation of more than 950 employees, contractors, family members, and community members.

13 The Cerrejón in Motion program exceeded its enrollment target with 108% achievement, benefiting 3,704 employees and their families.

14 We achieved 100% compliance with the Hygienic Risk Monitoring Plan.

Priorities 2026

01 Strengthen the culture of care by promoting the prevention of non-communicable chronic diseases and the overall well-being of employees.

02 Continue developing leaders and teams capable of identifying and controlling risks, fostering the application of Fatal Hazard Protocols, corporate standards, and Life Saving Behaviors.

03 Implement strategies aimed at reducing accidents and maintaining an interdependent health and safety culture, based on risk identification and the rigorous application of controls.





Resilient communities: Wayuu workers in the operation

At Cerrejón, resilience is reflected in the daily work of more than 340 Wayuu employees who integrate their technical mining knowledge with the cultural richness of their people.

Along this path, Cerrejón has implemented ethno-education as a fundamental principle of training, recognizing that teaching is not only about delivering content in another language, but also about understanding diverse learning approaches and cultural contexts. Under this approach, Wayuunaiki has been incorporated into training and safety processes, facilitating the understanding of procedures and strengthening worker participation. Today, several operational and safety training sessions are conducted in both Spanish and Wayuunaiki, through virtual courses, in person sessions at the mine, and training activities that also reach the communities.

In addition, bilingual signage has been implemented in different operational areas and on some road signs in zones such as coal stockpiles, where there is a significant presence of wayuu workers. Key company risk analysis tools have also been adapted into this language.

Bilingual trainers and facilitators play a fundamental role in this process, ensuring effective training while strengthening the understanding and adoption of safety standards.

The experience of these workers demonstrates that resilience is also reflected in the ability to learn, adapt, and contribute from one's own identity. At Cerrejón, wayuu employees are not only part of the operation their knowledge, language, and culture contribute to building a safer, more diverse, and inclusive work environment.

In Cerrejón, resilience is lived every day.





DIALOGUE WITH resilient communities



CHAPTER
03



Territorial development management

At Cerrejón, we strive to build sustainability alongside communities and institutions. For this reason, we work to generate opportunities by strengthening local capacities, promoting income generation, improving infrastructure and health, and expanding access to water solutions.

This commitment is reflected in the coordinated work of people who build genuine relationships. Many of them communicate in the communities' native language, facilitating closer and more inclusive dialogue while supporting processes that strengthen our social license to operate.

In 2025, through **community engagement**, we advanced social and investment programs by supporting productive projects such as handicrafts, agriculture, and livestock, contributing to the economic autonomy of communities.

We are committed to maintaining **institutional relationships** that

promote territorial development, strengthen local governance, encourage responsible planning of public resources, and support the modernization of processes in local government entities.

Partnerships continued to consolidate as a driver of development. A clear example is our collaboration with Universidad del Norte to implement the Good Governance Program, certifying 50 public officials in territorial conflict management, citizen participation, and social inclusion, and establishing a departmental network with shared guidelines for early conflict resolution.

We also continued contributing to the creation of environments that promote the wellbeing of their inhabitants. We donated **39 hectares of urban areas in Hatonuevo and Albania** to expand available space and **provided land to neighboring communities**, enabling the development of associative productive projects that open economic opportunities and support the organized growth of municipalities.

Strategic projects

In addition, in 2025 we advanced strategic projects that generate opportunities, strengthen the social fabric, and contribute to the sustainable development of the territory.

One of these is **“Raíces de Mango”**, an alliance between Postobón, its Foundation, and Cerrejón, together with nine neighboring communities. This initiative promotes a sustainable productive model that combines the provision of mango seeds, ongoing technical assistance, and guaranteed purchase of the harvest, creating a complete cycle that diversifies the local economy and opens new sources of income for families.

Through the **“Juntos Cambiamos Vidas”** volunteer program, more than **1,700 students** at the Institución Educativa San Rafael in Albania now benefit from upgraded and equipped classrooms, laboratories, sports fields, and common areas. This was made possible through the commitment of employees and **59 contract companies**, reflecting how collective effort can transform the present and future of education in the region.

We also delivered the **Mine Integration park** to the municipality of Albania, a new community landmark that integrates historical elements of the railway operation, such as a locomotive and a railcar, and repurposes railway materials into urban furniture, giving new life to these resources and to public spaces while strengthening local identity.





Achievements 2025

01

We delivered more than 50 million liters of safe drinking water to 164 communities neighboring our operation through the Water Train initiative, which includes water distribution via our railway and water trucks.

02

We strengthened 81 Indigenous communities through training processes with SENA in productive capacities, financial inclusion, and marketing for artisans, along with the delivery of 10,595 thread cones.

03

We promoted rural productivity in eight communities near the railway by providing 80 animals, technical training for breeding and reproduction, and 55 agricultural tool kits to support collective farming.

04

We contributed to improving educational and sports infrastructure in La Guajira. In partnership with the Pies Descalzos Foundation, we equipped 27 classrooms at the Marco Tulio Montiel Uriana Ethno-Educational Institution in Uribia, benefiting 1,289 students. Together with the Government of La Guajira, we delivered equipment to the Sports Biomedical Center, impacting 5,000 athletes.

05

We signed the expansion of the livestock program "A Cow for Peace," in partnership with FUNDAGAN, aiming to benefit 50 additional families.

06

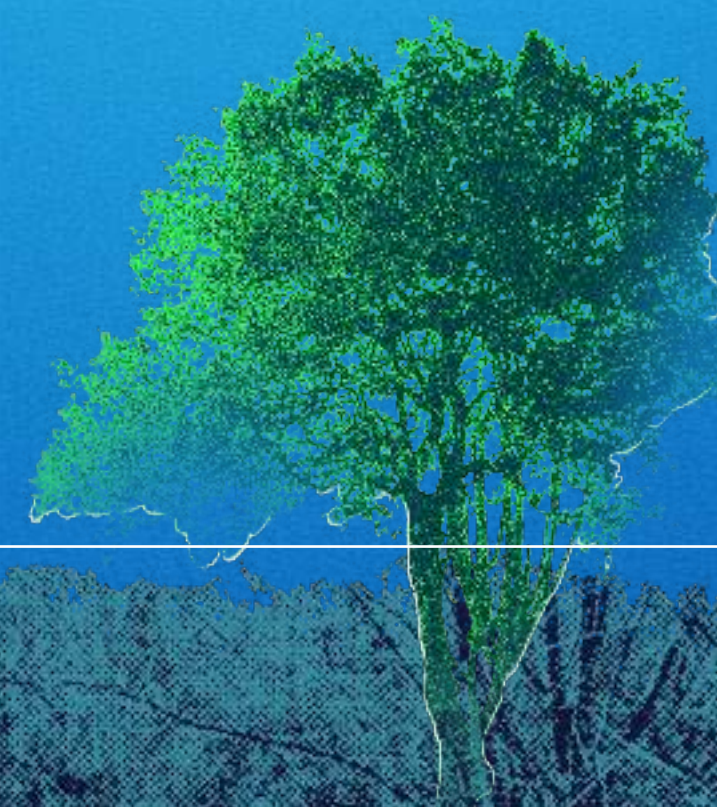
We advanced the administrative modernization of the Municipality of Uribia by implementing its Quality Management System, incorporating technology and processes that strengthen public administration.

07

We promoted community wellbeing in Media Luna, Uribia, through the construction of 10 homes and a traditional enramada for community gatherings.

08

We improved two existing tertiary roads in the community of Charito in the municipality of Albania and the El Sequión area, facilitating mobility and territorial connectivity.



Priorities 2026

01

Consolidate a preventive approach to managing social conflict by promoting mediation protocols, coordination with oversight entities, and dialogue and early warning mechanisms that contribute to territorial stability and operational continuity.

02

Sustain and strengthen the education and volunteer strategy, consolidating partnerships with companies and the education sector.

03

Consolidate the mining tourism route in La Guajira by integrating the sites already delivered in Albania and Barrancas and advancing new milestones in Hatonuevo to strengthen tourism and local economic dynamization.

04

Advance social programs and projects with community participation, focused on sustainability and the generation of shared value.

05

Continue ensuring efficient land management by identifying opportunities for asset availability, property management, and acquisitions.

06

Launch facilities to produce dehydrated oregano and essential oils in the Provincial Indigenous Reserve.





Prior consultation and agreements that empower communities

At Cerrejón, we believe in dialogue as the foundation for joint construction and mutual learning with communities. Guided by this conviction, we have made progress in fulfilling the commitments made with our neighbors within prior consultation processes: one of a legal nature, derived from Constitutional Court Ruling T-704 of 2016, and another corresponding to the voluntary prior consultation process for the electric transmission line project with wayuu communities.

Throughout these processes, communities, authorities, and the company have learned to listen to one another despite differences and to build agreements based on a shared purpose: moving forward together.

Ruling T-704 of 2016

In compliance with the Constitutional Court's decision, which mandated the implementation of a mitigation plan and consultation with communities on impacts and corresponding measures, in 2025 we reached 85% of prior consultation agreements with the communities identified by the Ministry of the Interior.

This translates into 435 signed agreements, of which 411 have already been formally closed, with 2,503 social initiatives defined and autonomously implemented by the communities themselves. What began as a legal process has evolved into

a space for intercultural dialogue, grounded in respect, understanding, and participation.

Electric transmission line

We initiated the consultation process for the operation and maintenance of Cerrejón's electric transmission line, installed in the 1980s and supplying power to the operation, in accordance with the guidelines of the Directorate of the National Authority for Prior Consultation (DANCP). This process involves 142 communities located in the municipalities of Albania, Maicao, Manaure, and Uribia, with whom dialogue spaces have been established to discuss potential impacts and the associated management measures for this infrastructure. As a result, we have reached 80 agreements and 52 formal consultation closures.

Each of these processes has generated tangible benefits for the communities, such as income generation, cultural strengthening, infrastructure for community benefit, water solutions, education, and basic sanitation. These outcomes contribute to building more resilient communities, with greater capacities for their long-term development and wellbeing.





Achievements 2025

01

We reached the signing of 435 consultation agreements within the framework of compliance with Constitutional Court Ruling T-704 of 2016.

02

We formalized 80 agreements with communities as part of the prior consultation process for the electric transmission line.



Priorities 2026

01

Formalize agreements with 27 wayuu communities and 3 Afro-descendant communities within the framework of Ruling T-704 of 2016.

02

Reach agreements with 43 communities included in the consultation process for Cerrejón's electric transmission line.

03

Advance in the implementation and closure of the initiatives agreed upon within the framework of Ruling T-704 of 2016 and the consultation process for the electric transmission line.





Resettlements and new living conditions

At Cerrejon, we continue to support resettled communities in building new living conditions that go beyond the physical relocation of families. Our work focuses on strengthening their wellbeing, organization, capabilities, and autonomy through the fulfillment of commitments and social investments in housing maintenance, access to water, community infrastructure, health, education, culture, and productive projects in Roche, Patilla, Chancleta, Tamaquito II, and Las Casitas.

During 2025, one of the main initiatives was the repair and maintenance of homes in the communities of Chancleta and Patilla. These interventions were carried out progressively through local contractor companies and community organizations. During this period we delivered seven homes, with work ongoing.

Regarding basic services, we advanced the connection of resettlements to the regional water supply system through

an agreement with Veolia. In terms of infrastructure, we completed the paving of the internal and access road to Roche and continued works in Chancleta. We also finalized the construction of the Chancleta cemetery. These actions were carried out in coordination with public service providers to ensure their long-term sustainability.

At the same time, we continued monitoring resettlement commitments through working groups and dialogue spaces with the communities, which allowed us to review agreements, address requests, and respond promptly to concerns. This support contributes to strengthening resilient communities by promoting their economic and organizational autonomy, capacity development, the preservation of wayuu and afro-descendant cultural heritage, and community participation through dialogue and ongoing engagement.





Achievements 2025

01

We advanced the works to connect resettled communities to the municipal water supply system of Barrancas and in road paving, completing the works in Roche.

02

We strengthened associative projects (poultry farming, fish farming, nurseries, baking, silage, and laying hens) benefiting more than 100 families, with support from SENA.

03

We contributed to the education of 148 students through school strengthening programs and supported 290 students through educational grants.

04

We generated opportunities through the provision of inputs, equipment, and materials for associative productive projects in Chancleta; financial support of more than COP 40 million for a laying hens initiative benefiting 15 families from the Tamaquito II Indigenous Reserve; and the employment of 10 young people from resettled communities.

Priorities 2026

01

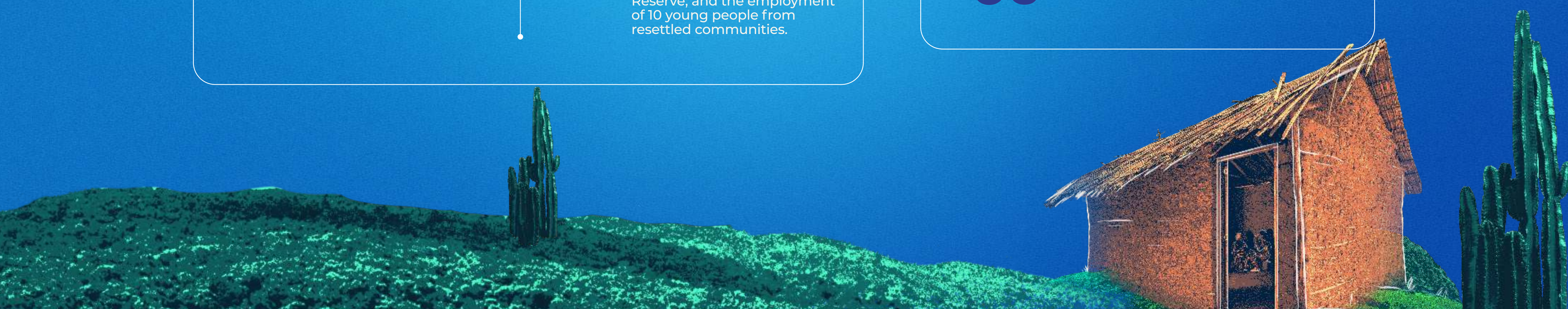
Complete ongoing works and interventions in resettled communities: maintenance and repair of 11 homes, completion of road paving in Chancleta, and connection to the municipal water system.

02

Continue and monitor social processes, including education programs, community strengthening, cultural heritage promotion, and the development of the senior citizens program.

03

Strengthen participation and monitoring mechanisms through working groups with resettled communities.





Human Rights

At Cerrejón, we embrace our responsibility toward stakeholders and operate under international standards and human rights regulatory frameworks, promoting responsible and transparent management. Identifying, preventing, mitigating, and, where appropriate, compensating impacts is an integral part of our operation, in alignment with our values, the Code of Conduct, and the Human Rights Policy, with a vision of generating value and a positive impact on society.

During 2025, we continued strengthening our due diligence process in this area through the design, implementation, and monitoring of the annual plan. This plan is reviewed and approved within the Human Rights Governance System, whose main body is the Corporate Human Rights Committee, led by the Cerrejón Presidency and composed of vice presidents from all company areas, ensuring strategic oversight, informed decision-making, and cross-functional integration across the organization. Within this framework, the following priority actions were defined:





◆ **Third Human Rights Risk and Impact Study:** In 2025, we completed 100% of the actions defined in the action plan to address the six Salient Human Rights Issues identified in this study, implemented between 2024 and 2025.*

◆ **Responsible sourcing:** We implemented Glencore's Responsible Supply Chain Standard, incorporating specific criteria into supplier prequalification, evaluation, and award processes. In addition, we monitored private security companies to verify compliance with applicable standards and to strengthen preventive management in this area.

◆ **Training:** We delivered 100% of employee induction sessions on human rights, ensuring that all new hires are aware of our commitments and guidelines. In addition, we conducted targeted training for strategic areas.

◆ **Security:** We achieved 100% implementation of the 2025 plan for the Voluntary Principles on Security and Human Rights, including training for 1,113 private security guards and the dissemination of the Human Rights Policy to 353 members of the Public Security Forces. Additionally, we conducted a two-way risk assessment, with a focus on physical security, anticipating potential risks to third parties and ensuring alignment with the Cerrejón Human Rights Risk framework.

◆ **Communications:** We executed 100% of the internal and external communications plan in this area, which included the dissemination of content through various corporate channels. These messages addressed key topics such as the Salient Issues Plan and the Complaints Office.

◆ **Protocol for threats against social leaders:** Since 2018, we have had a protocol in place to address threats against social leaders, through which we categorically reject any act of intimidation or violence and promote that competent authorities fulfill their responsibilities in providing attention, protection, and investigation when the integrity or lives of those we engage with may be at risk. In 2025, we activated this protocol on nine occasions, managing the cases in accordance with established guidelines.

◆ **Complaints Office:** We continued managing grievances in line with the requirements of the United Nations Guiding Principles on Business and Human Rights. Since 2010, this mechanism has enabled us to address concerns from our different stakeholders through a standardized process that includes registration, investigation, dialogue, agreement, and closure.

In 2025, we received 326 grievances and closed 331 cases (288 corresponding to 2025 and 43 from previous years). Of the total grievances received in 2025, we closed 88% of

cases. By year-end, only two historical cases remained open, currently under review in the respective human rights committees, allowing the team to focus on the timely management of remaining 2025 cases and those from 2026.

Trends in topics and typologies remained consistent: 90% of grievances were related to communities, 9% to labor rights, and 1% to other issues. In terms of complexity, 2% were classified as high, 80% as medium-high, and 18% as medium-low.

Additionally, we continued measuring satisfaction with the handling of 272 grievances, achieving a satisfaction rate of 99.6%, reflecting the effectiveness and credibility of the mechanism.

**Of the 57 planned actions, 100% were implemented during 2024 and 2025, including 15 actions related to cultural heritage, 6 on security and human rights, 8 on resettlements, 16 on the environment, 4 addressing community safety along the railway, and 8 related to decent and safe work.*



Achievements 2025

01

We executed 100% of the actions defined in the Human Rights Plan for 2025.

02

We managed and closed 100% of the actions included in the Salient Issues Plan for 2025, achieving full completion of this plan.

03

We published two Monitoring Reports on the implementation status of the Salient Issues Plan, strengthening communication with our stakeholders on human rights matters.

04

We closed 331 grievances from 2025 and previous years, significantly reducing historical cases.

Priorities 2026

01

Conduct the Fourth Human Rights Risk and Impact Assessment to update the risk and impact map and strengthen due diligence.

02

Optimize grievance handling and closure times and continue promoting prevention through the implementation of recommendations and lessons learned from previous cases.





Resilient Communities: Tamaquito II

In Tamaquito II, an Indigenous territory located in the municipality of Barrancas, community management has become one of the main tools for building its future. Under the leadership of its cabildo governor and traditional authorities, and with the support of Cerrejón, the community has achieved significant milestones—one of them being recognized as the first Indigenous reserve in Colombia established through a resettlement process. At the same time, it has advanced independently, strengthening its autonomy and capabilities.

One of the first milestones came in 2017, when Cerrejón delivered a potable water treatment plant to the community. Since then, the service has been operated by the community public services organization TAMWAUIN, which continues to receive ongoing support from the company through a cooperation agreement. This marked the beginning of a broader process to strengthen basic services in the territory.

The community has continued to progress. In 2022, as part of the company's social investment, Tamaquito II became the only Indigenous reserve in the department with residential natural gas service, expanding both the coverage and quality of public services available to families.

The reserve has also promoted initiatives to strengthen its economic autonomy. Today, it operates a community farm where productive

projects such as goat farming and a laying hens' unit, producing more than 700 eggs daily, are developed.

Education has also been a priority. Thanks to educational support and financial assistance provided by Cerrejón, more than 130 people have accessed technical, technological, and professional education, expanding their employment opportunities.

At the same time, the leadership of the cabildo governor and traditional authorities has enabled the community to build alliances with various public institutions. As a result, in partnership with the Departmental Government, an ethno-educational center was established, now providing education to around 600 children from the territory and other wayuu communities in the municipality of Barrancas. This effort was complemented by the Ministry of Education, which supported the construction and equipping of classrooms, and the Ministry of Information and Communications Technologies, which facilitated the installation of wireless internet. Currently, Tamaquito II is advancing in the training of teachers from within the reserve.

This capacity for coordination is also reflected in more recent productive initiatives. In partnership with the Barrancas municipal government, the community has been implementing the pilot project "Strengthening Agricultural Production

Processes in the Tamaquito II Indigenous Reserve in the Municipality of Barrancas," which includes the provision of sheep and goats, the planting of four hectares of corn and forage crops with an irrigation system, two water storage tanks, and two covered structures for animal care. The project aims to promote the rural economy and strengthen the comprehensive rural development of 54 beneficiary families.

Additionally, the community has managed infrastructure improvements, including the approval to complete 900 meters of paving on the reserve's internal road.

Even in the cultural sphere, Tamaquito II has mobilized partnerships. With the support of the Ministry of Culture, it secured resources to carry out its patron saint festivities, strengthening wayuu identity and traditions.

Tamaquito II demonstrates how a community can move forward by combining partnerships, with Cerrejón and public and private institutions, with the active leadership of its own members. More than relying on a single actor, the reserve has built a development path based on community organization, alliances, and a shared vision for the future.

In Tamaquito II, resilience is lived every day.





Living TERRITORY



CHAPTER

04



Water as a priority

At Cerrejón, we recognize that water is essential for the life of communities in La Guajira and for the responsible development of our operation. Therefore, we promote the efficient and responsible use of this resource, strengthening our water management systems.

In 2025, 93% of the water used in our operations came from sources not suitable for human or animal consumption, as it was captured from rainfall runoff and coal seams stored at the bottom of mining pits. The remaining 7% was sourced from the Ranchería River and its aquifer and was used for the consumption of workers, contractors, and neighboring communities.

During this period, we ensured the maintenance of the perimeter water management network and sedimentation ponds, reinforcing the protection of water resources.

Ranchería River

In 2025, we reaffirmed our commitment to the conservation of the Ranchería River basin, which crosses our operation. According to records from the Instituto de Hydrology, Meteorology and Environmental

Studies (IDEAM), **the average annual flow increased by 35% as it passed through Cerrejón**, rising from 11.68 m³/s to 15.81 m³/s.

We also strengthened our water monitoring system through real-time technology installed to measure water levels upstream and downstream of the operation. This system allows us to detect variations in river levels caused by floods or heavy rainfall and issue early warnings for both operations and neighboring communities, protecting personnel working in water bodies and nearby settlements.

We complemented level and flow monitoring with periodic measurements and analysis of more than 40 quality parameters per sampling point, carried out by a laboratory accredited by the IDEAM. On a weekly basis, we publish information related to water monitoring on our website.

To contribute to the protection of the river and compliance with environmental permits, we constructed and maintained different types of hydraulic works in areas associated with rehabilitation processes. These works help channel and control water flow and stabilize slopes near water bodies close to the operation. These solutions are designed to progressively integrate with nature, ensuring

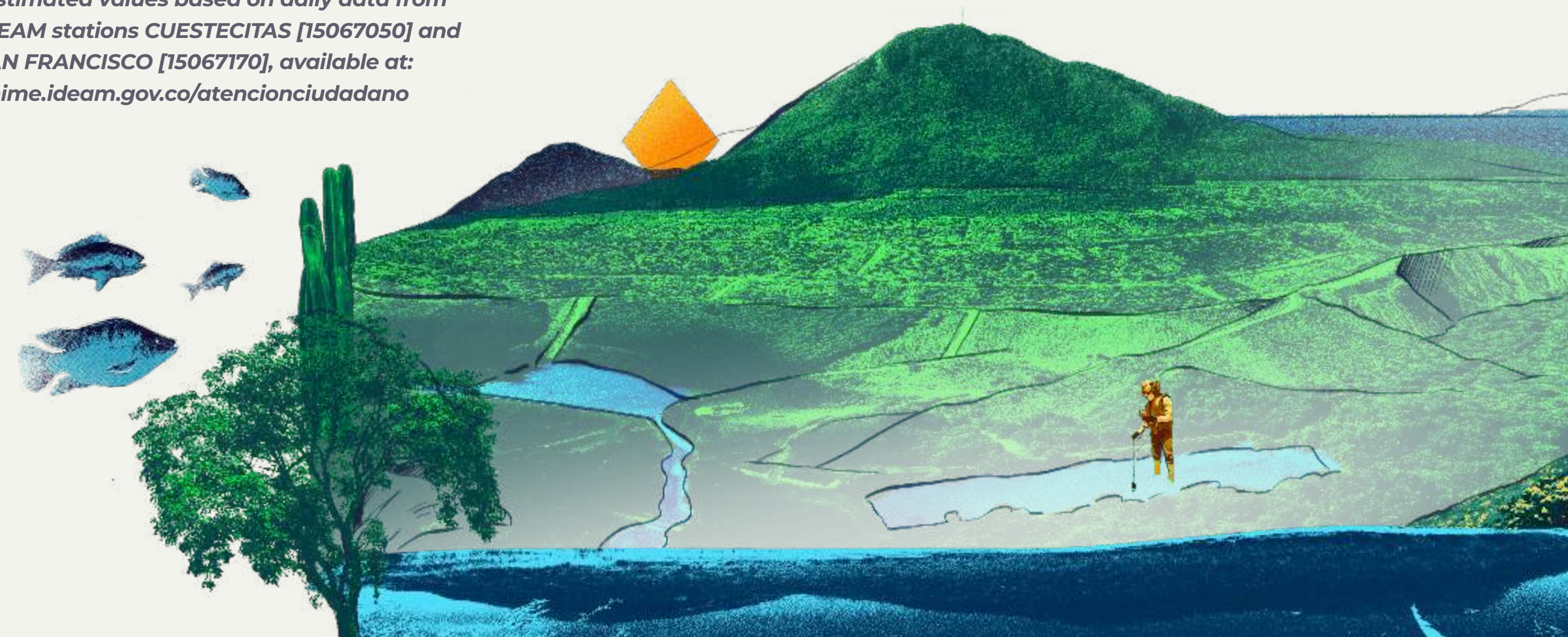
safe water management, preventing erosion processes, and allowing the water returning to the Ranchería River to maintain its quality and quantity, in compliance with our environmental commitments.

All surface water discharges corresponded exclusively to rainfall events during the wet season and were carried out at authorized points by the Regional Autonomous Corporation of La Guajira, in compliance with discharge permits. 100% of the quality parameters associated with these discharges remained within the limits established in Resolution 631 of 2015, ensuring compliance with current environmental regulations.

**Estimated values based on daily data from IDEAM stations CUESTECITAS [15067050] and SAN FRANCISCO [15067170], available at: dhime.ideam.gov.co/atencionciudadano*

*** Water consumption per source (megaliters - MI)**

Source	Other waters	Fresh water	TOTAL
	(total solids ≥ 1.000 MG/L)*	(total solids < 1.000 MG/L)	
Surface water and groundwater	9.967,5	782,8	11.342,04
Marine waters	591,7	-	
TOTAL	10.559,2	782,8	





Achievements 2025

01

We recorded an increase in the flow of the Ranchería River as it passes through our operation, showing that water flow is not reduced but rather increases along this section.

02

We contributed to the resilience of the territory by preserving the availability of quality water for human consumption, recreational activities, fishing, and agricultural use.

03

We reduced the consumption of high-quality water by prioritizing the use of sources not suitable for human or animal consumption in our operations. High-quality water consumption decreased from 846,850 m³ (9%) in 2024 to 782,830 m³ (7%) in 2025, equivalent to a reduction of 64,020 m³ year over year. We expanded our water monitoring network to 432 stations between 2024 and 2025, increasing coverage for environmental analysis and control of water resources.

Priorities 2026

01

Maintain regulatory compliance with wastewater discharges and surface and groundwater concessions.

02

Optimize water level and quality monitoring points in rivers and streams.

03

Continue implementing water saving, reuse, and recirculation measures, prioritizing sources that are not suitable for human or animal consumption and reducing water abstraction from the river and aquifer.

04

Build and optimize water management structures in rehabilitated waste dumps, strengthening resource regulation and improving conditions in the middle basin of the Ranchería River.





Air and integrated management

To protect the environment of communities near our operation and maintain a balance between our activities and the surrounding ecosystem, we manage environmental components comprehensively, supported by continuous technical monitoring. This allows us to identify risks, prevent impacts, and ensure regulatory compliance.

In 2025, we strengthened air quality monitoring programs (particulate matter and gases), as well as environmental noise, vibration, and overpressure monitoring. We conducted periodic follow ups on specific operational events, evaluated results against current regulations, and implemented controls in prioritized areas to mitigate impacts. Preventive measures were maintained in line with best environmental management practices. The monitoring associated with this management, together with other evaluated parameters, remained within the limits established by current regulations.





Among the key actions maintained in 2025 were:

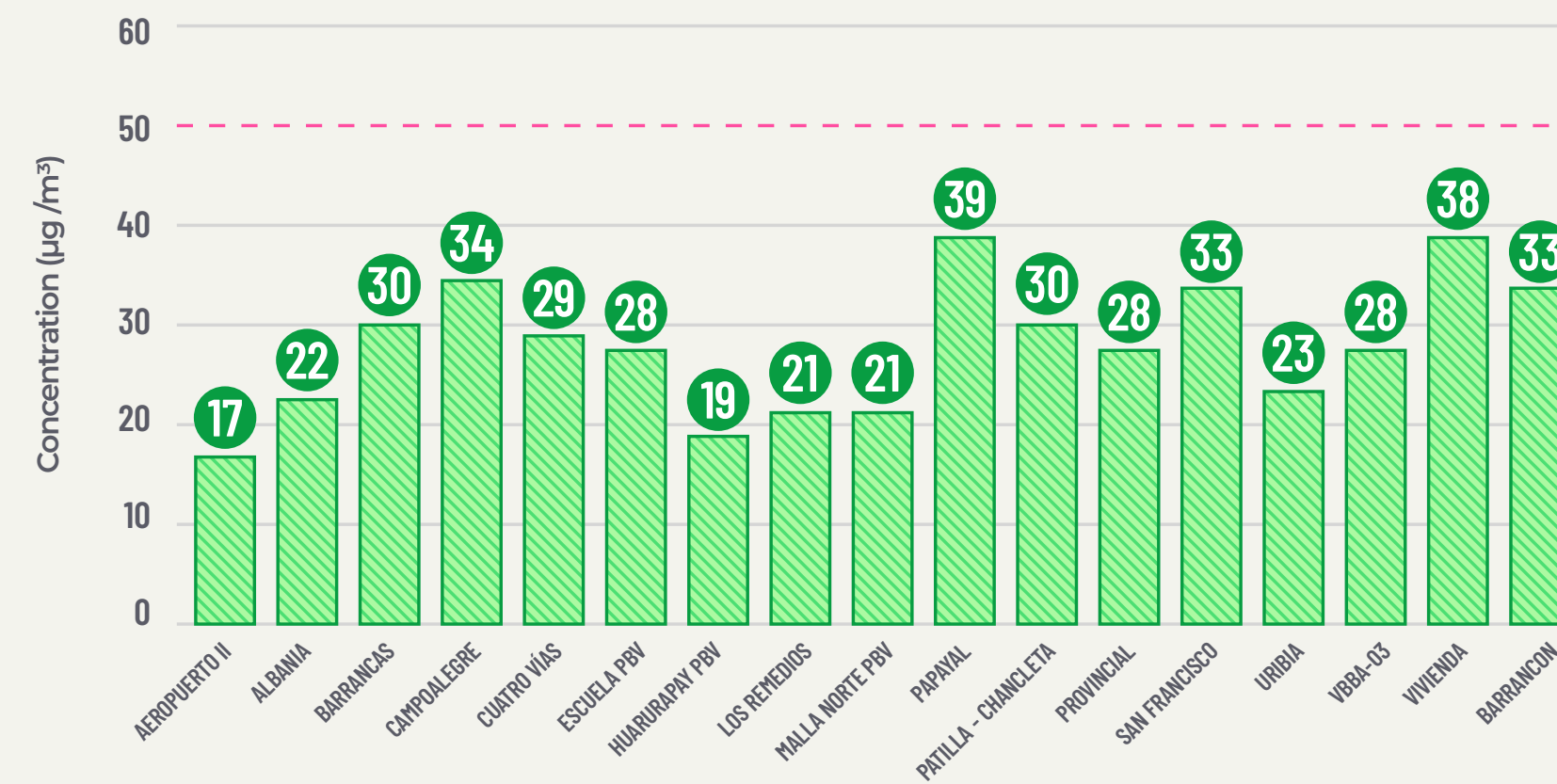
- ◆ **Comprehensive control system in mining operations** to prevent exceeding emission limits. This includes road watering with 36 tanker trucks and 40 km of sprinkler network that continuously irrigates roads using low quality water (not suitable for human, animal, or agricultural consumption); the use of a dust suppressant additive to ensure efficient water use; moistening during overburden handling activities (loading and unloading) to reduce emissions; and the installation of mist curtains in strategic areas.
- ◆ **Control measures in rail transport** to minimize particle emissions during transit. Coal transported in train wagons is leveled, compacted, and moistened with a dust suppressant additive.
- ◆ **Control measures at Puerto Bolívar**, using water spraying systems on coal stockpiles and conveyor belts to minimize particle emissions, as well as direct ship loading operations.

◆ **Air quality monitoring system**, a pioneer in Latin America, with 17 strategically located stations around the integrated operation, enabling real time measurements and the implementation of immediate actions to prevent exceeding legal limits for particulate matter (PM10 and PM2.5). PM10 refers to particles up to 10 micrometers, and PM2.5 to particles up to 2.5 micrometers. This information is shared through weekly publication of indicators on the company's website.

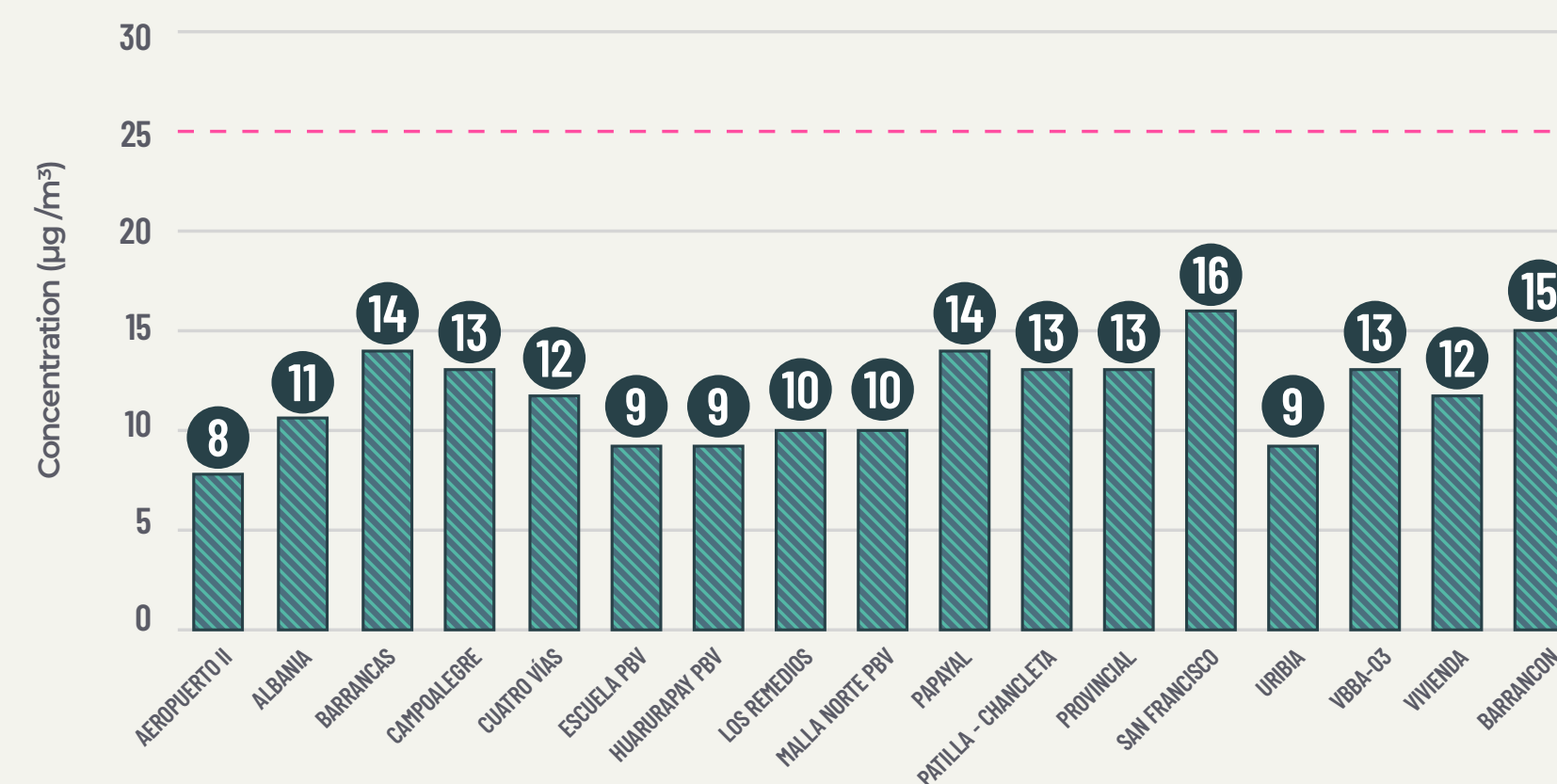
◆ **Environmental Oversight Committee**, composed of communities near the mine, the railway, and Puerto Bolívar, who actively participate in monitoring and sharing environmental results, helping maintain trust among authorities and communities.

Note: Below is the annual average of PM10 and PM2.5 from Cerrejón's Industrial Air Quality Surveillance System stations, in compliance with the limits established in Resolution 2254 of 2017. The results correspond to the cutoff date of December 30, 2025.

Monthly moving averages for PM10:



Monthly moving averages for PM2.5:



The red line in each graph corresponds to the Colombian limit established by Resolution 2254 of 2017.



Achievements 2025

01

We fulfilled 100% of the air quality monitoring programs, in line with current regulations for PM10 and PM2.5 (Resolution 2254 of 2017).

02

We complied with environmental noise, vibration, and overpressure monitoring programs, ensuring technical and regulatory follow-up of these parameters.

03

We strengthened the analysis and strategic use of environmental information to support operational and preventive decision making.

04

We periodically shared air quality results through an Oversight Committee made up of communities near the mine, the railway, and Puerto Bolívar.

Priorities 2026

01

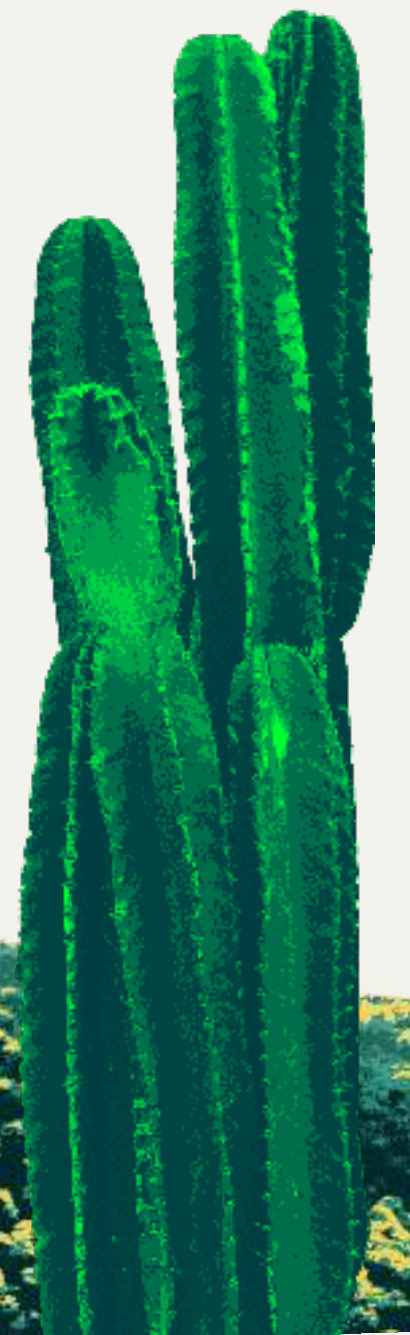
Strengthen preventive management in the face of adverse weather conditions by anticipating risks and reinforcing operational control measures.

02

Continue improvement processes for emission control measures related to air, noise, vibration, and overpressure in critical areas.

03

Further strengthen technical monitoring and coordination with authorities and communities.





Biodiversity, Rehabilitation and Environmental Compensation

The management of biodiversity, land rehabilitation, and compensation are pillars of our environmental strategy at Cerrejón. These actions support the viability of our operation, strengthen relationships with neighboring communities, and contribute to the sustainable development of La Guajira and the country.

In 2025, we surpassed 5,300 hectares of consolidated rehabilitation since the beginning of our operations. Since 1990, we have planted more than 4 million native trees of tropical dry forest, both in previously mined areas and in zones surrounding our operations. In 2025, we rehabilitated 200 hectares and compensated 1,640 hectares, reaffirming our commitment to restoration and biodiversity conservation.

Threatened Species Conservation Program

Through this program, aimed at protecting and recovering threatened species in ecosystems associated with our operations, such as tropical dry forest and mangroves, we work on habitat restoration, ecosystem connectivity, and the creation of safe environments that support species reproduction and survival. In 2025, we

reintroduced more than 1,500 Hicotea turtles and 50 Morrocoy turtles into their natural ecosystems. Additionally, 12 caimans of approximately 40 cm, resulting from our in-situ breeding program, are currently at our Wildlife Rehabilitation Center and will be reintroduced into their natural habitat at a later stage.

Manantial Experimental Farm

In 2025, our living laboratory was officially established, the result of more than 19 years of participatory research. This initiative demonstrates how rehabilitated soils can be transformed into productive and sustainable spaces where food is cultivated, the environment is protected, and knowledge is generated that can be shared with neighboring communities and territories with similar tropical dry forest conditions.

The project involved communities from the municipalities of Albania and Hatonuevo, near the mining operation, through Local Agricultural Research Committees (CIAL). As a result of applied knowledge, we achieved our first harvest: 2,436 kg of watermelon, 1,845 kg of squash, 17 kg of beans, and 253 kg of corn across the initial 4 hectares.





Wüin – Manna Biological Corridor

As a key pillar of our connectivity strategy, the biological corridor promotes the linkage between the Sierra Nevada de Santa Marta and the Serranía del Perijá across more than 25,000 hectares, strengthening ecosystem continuity and wildlife mobility.

In 2025, we built the corridor's first wildlife crossing, designed to facilitate the safe passage of large mammals such as the jaguar, thereby contributing to the conservation of key species in the territory.

This corridor is strengthened through close collaboration with local communities, enhancing their capacity to lead restoration and conservation processes in the region. We support and promote the planting of native trees in partnership with community nurseries and encourage conservation agreements with neighboring families, fostering commitment, shared responsibility, and long-term sustainability.

Mangrove Restoration in Alta Guajira

In Bahía Hondita, we advanced a progressive rehabilitation process of the mangrove ecosystem through the design and implementation of an ecological restoration plan covering more than 60 hectares. These efforts have helped restore hydrological flows, support the natural succession of mangrove forests, and ensure the sustainability of the process by strengthening the capacities of local community stakeholders.

As of 2025, the project has trained 183 people, incorporating a gender focused approach that promotes women's empowerment in coastal communities and their leadership in environmental management.





Achievements 2025

01

Our land rehabilitation and environmental compensation efforts generated more than 500 jobs during peak periods of planting and area maintenance activities.

02

We increased compensation areas by more than 1,640 hectares through initiatives such as wildlife crossings, conservation agreements, land acquisition, and active and passive restoration processes.

03

We continued collaborative work with academia and research institutes through the Tropical Dry Forest Network.

04

We strengthened the network of community nurseries as a key strategy for environmental rehabilitation and compensation, while also fostering local productive

05

We implemented environmental compensation actions across more than 60 hectares, together with six communities and one local association, to support the progressive rehabilitation of the mangrove ecosystem in Bahía Hondita.



Priorities 2026

01

Strengthen biodiversity monitoring and implement indicators aligned with international standards such as the Taskforce on Nature-related Financial Disclosures (TNFD) and emerging regulations related to the adoption of the Kunming-Montreal Global Biodiversity Framework (GBF).

02

Maintain community participation in rehabilitation, restoration, and participatory monitoring processes.

03

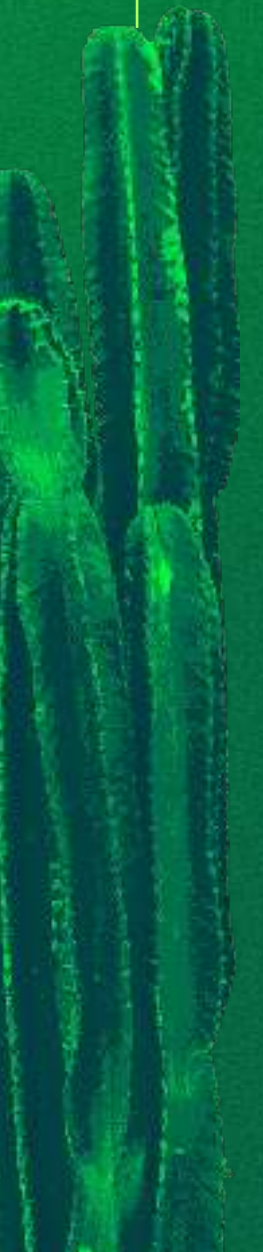
Transition from regulatory compliance toward an approach that aspires to achieve a No Net Loss in biodiversity after completion of mine closure.

04

Maintain and strengthen ecological connectivity between the biological corridor and rehabilitation areas.

05

Advance the formalization of new conservation agreements to strengthen territorial protection and shared responsibility with communities.





Responsible Closure

Since the beginning of our operations at Cerrejón, we have worked on planning for responsible closure. This process is grounded in our commitment to fulfilling the environmental and social obligations associated with closure, striving to ensure that the territory has suitable conditions for the future.

This plan has enabled progress in the rehabilitation of disturbed ecosystems, the reduction of erosion processes, and proactive water management. Likewise, we have strengthened social pillars through joint work with resilient communities and local authorities.

During 2025, we advanced in the progressive closure of areas that will not be further disturbed, in coordination with the National Environmental Licensing Authority (ANLA), the Regional Autonomous Corporation of La Guajira (Corpoguajira), and communities involved in rehabilitation projects.

We also held meetings of the bipartite closure commission with labor unions, where we shared progress on progressive closure processes. In parallel, we continued developing technical studies and rehabilitation pilot tests to generate knowledge and improve closure practices.





Achievements 2025

- 01** We rehabilitated an additional 187 hectares within the progressive closure program.
- 02** We implemented cross-ripping with heavy tracked machinery in areas to be rehabilitated, improving erosion control on sloped terrain.
- 03** We completed the construction of hydraulic structures in areas under progressive rehabilitation, as a measure to control runoff in rehabilitated zones.

Priorities 2026

- 01** Continue rehabilitating areas that will not be further intervened, ensuring vegetation cover, soil stability, and erosion control.
- 02** Continue conducting advanced technical studies to support a more effective and safe closure design.





Climate change adaptation, resilience and energy transition

Robust climate management enables us to anticipate risks and generate continuous improvement opportunities in the efficiency of our operations. In a context of energy transition and increasing climate regulation, this is a strategic matter for Cerrejón's sustainability and a commitment to the country.

We strengthen our response to climate change through:

- ◆ Updating the analysis of physical and transition climate risks associated with climate change.
- ◆ Evaluating and prioritizing mitigation initiatives with the highest potential for emission reductions and technical feasibility.
- ◆ Annual quantification of our carbon footprint, consolidating data traceability and supporting decision making processes.

This management approach includes the quantification, analysis, and management of greenhouse

gas (GHG) emissions; the identification and management of physical and transition risks related to climate change; and the identification of opportunities related to energy efficiency, technological innovation, adoption of renewable energy, and the implementation of nature-based solutions to address challenges such as increased risk of natural disasters and climate change.

We make this possible through the consolidation of a network of community nurseries with tropical dry forest species that have high carbon capture potential, as well as the production and planting of mangroves to restore these ecosystems, which are key for carbon sequestration and coastal protection. These actions strengthen ecological restoration processes and promote the participation of resilient communities in environmental management.





Achievements 2025

01 We maintained 100% of our electricity consumption supplied from renewable sources certified under the IREC standard.

02 We strengthened diesel fuel consumption efficiency in mining equipment through advanced analytics and real-time monitoring, contributing to the reduction of the operation's carbon footprint.

Priorities 2026

01 Strengthen community engagement and ensure the maintenance and follow-up of implemented actions.

02 Plant 160,000 trees as part of environmental compensation actions, contributing to ecosystem restoration and strengthening the territory's environmental sustainability.

03 Continue evaluating and implementing greenhouse gas (GHG) emission reduction initiatives.





Resilient Communities: La Horqueta

In La Horqueta, a community located in the municipality of Albania, its inhabitants have demonstrated that community organization and the use of their traditional knowledge can become an opportunity to build new paths towards sustainability.

Several years ago, with Cerrejón's support and together with the Coveñas, Cerrejón 1, and Campo Herrera sectors, the community began a project focused on producing plant material from native tropical dry forest species, including its planting in rehabilitated areas by the company. Through training processes, a seed capital plan, and the purchase of their initial production, community members consolidated an initiative that over time gave rise to the Awavichor association.

Today, this project has become a source of income and decent employment for nearly 70 people directly and around 100 indirectly. Although the first contract was established with the company and has been maintained over time, the quality of their work and the visibility achieved have enabled them to expand opportunities and become suppliers to other companies such as C&M Consultoría, Medio Ambiente S.A., and La Macuira, as well as serve private clients who require plant material for restoration and planting processes.

Community leadership has also been key to this process. Alexis Vergara, a wayuu woman from the Pushaina clan and leader of the La Horqueta community, with Cerrejón's support, was able to complete her university studies. This

effort now contributes to her community, strengthening the local school, supporting productive initiatives, and promoting new projects.

Additionally, together with others involved in the Mining Integration Park in the municipality of Albania, she will begin a basic English course as part of the Together We Change Lives Volunteer Program. This initiative aims to strengthen local capacities for visitor engagement, expand income generating opportunities, and contribute to positioning Albania as a competitive tourist destination.

In recent years, La Horqueta has also begun to diversify its economic opportunities. Through an ethno-tourism project, community members share their wayuu traditions, knowledge, and cultural expressions with visitors. This initiative already provides services to partners such as Hotel Waya in Albania, allowing national and international tourists to experience the richness of their culture firsthand.

La Horqueta shows how, through organization, local leadership, and strategic partnerships, a community can transform opportunities into sustainable projects that generate income, employment, and pride in its cultural heritage.

In La Horqueta II, resilience is lived every day.





Economic DEVELOPMENT

CHAPTER
05



Economic contribution to La Guajira and Colombia

In line with our commitment to maintaining business sustainability and contributing to the development of resilient communities, we continue generating economic value for La Guajira and Colombia, reaffirming our commitment to stability, employment, and public investment, even in a challenging environment for the industry and the country.

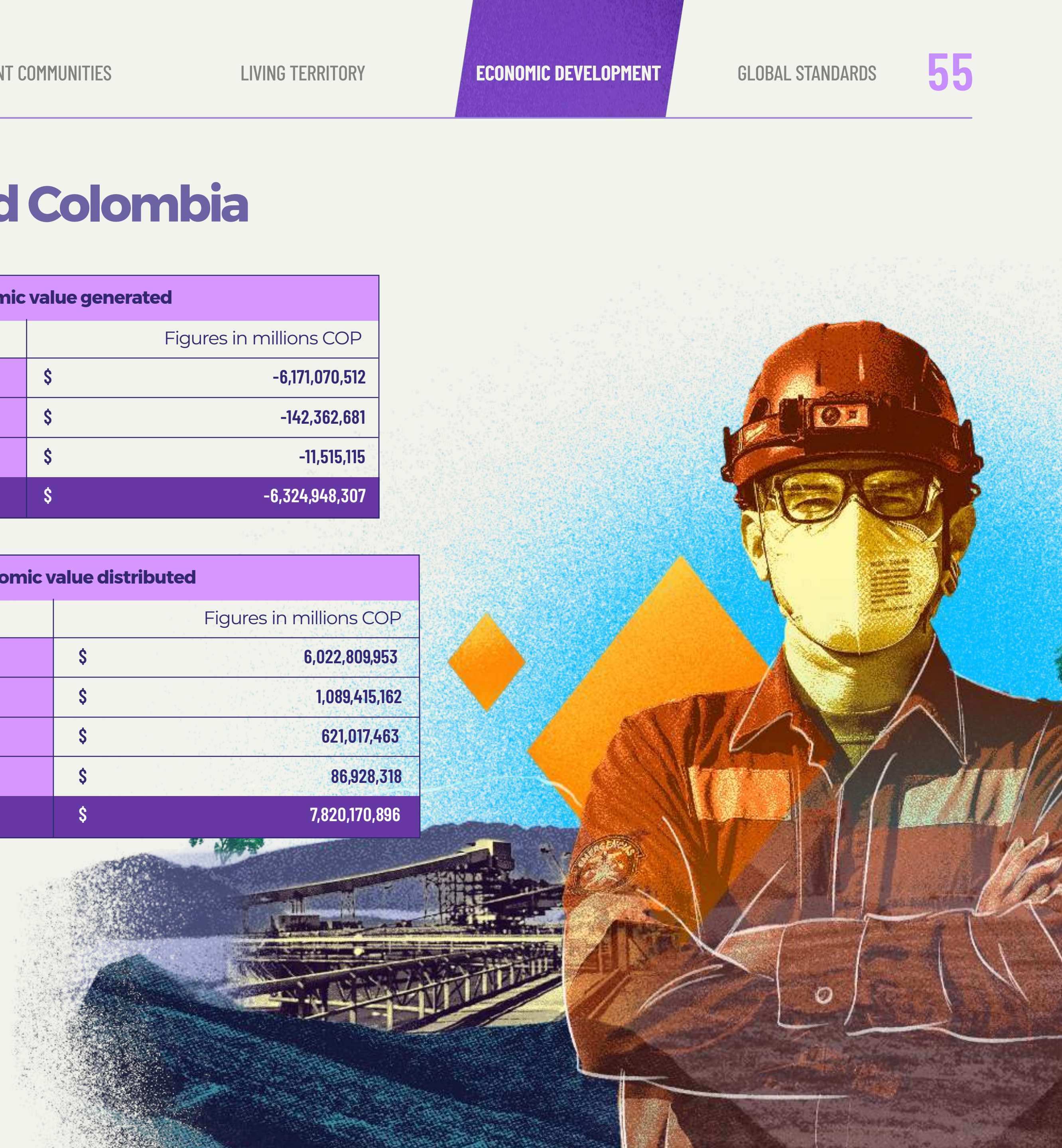
In this matter, during 2025 we achieved revenues of **COP 6.3 trillion** and allocated **COP 7.1 trillion** to operating expenses, salaries and benefits, contributions to the country, and social investment.

The economic value generated came 100% from the commercialization of our raw material in international markets. The value distributed corresponded to 80% operating expenses, 14.5% salaries and benefits, 4.4% taxes and royalties, and 1.2% social investment.

As part of our commitment to territorial development, we contributed **COP 673 billion in royalties** to Colombia. Additionally, we paid **COP 288 billion in other national, departmental, and municipal taxes**. Of this amount, approximately **COP 79 billion were allocated to La Guajira and to the municipalities of Albania, Hatonuevo, Barrancas, Maicao, Manaure, and Uribia**, our areas of influence, through mechanisms such as development stamps and property taxes, contributing to institutional strengthening and public investment in the territory.

Direct economic value generated	
	Figures in millions COP
Net sales revenue	\$ -6,171,070,512
Income from financial investments	\$ -142,362,681
Revenues from asset sales	\$ -11,515,115
Direct economic value generated	\$ -6,324,948,307

Direct economic value distributed	
	Figures in millions COP
Operating expenses	\$ 6,022,809,953
Salaries and employee benefits	\$ 1,089,415,162
Payments to national, regional and municipal governments	\$ 621,017,463
Investments in communities	\$ 86,928,318
Direct economic value distributed	\$ 7,820,170,896





Productive linkages and strengthening of local suppliers

At Cerrejón, we understand that our supply chain is a strategic partner for operating responsibly and generating shared value in La Guajira. Through transparent, traceable procurement and contracting processes aligned with Glencore's Responsible Sourcing Standard, which evaluates potential suppliers on aspects such as Human Rights, Health and Safety, and environmental and social management, ensuring responsible practices, we secure operational continuity while promoting the economic development of the territory.

Our contracting processes include compliance clauses through which suppliers and contractors commit to adhering to all applicable laws, regulations, and standards related to anti-corruption, bribery, money laundering, financing of terrorism, and the proliferation of weapons of mass destruction.

During 2025, we consolidated a territorial approach to procurement management aimed at maximizing economic and social impact for regional companies. This resulted in enhanced monitoring of local spending (how much we invest in suppliers and services to understand the real impact of our operation on the regional economy and ensure that investment is sustained), as well as the incorporation of contractual strategies that require the hiring of unskilled local labor, the procurement of local

goods and services, and encourage contractors' social investment in the territory.

As a key milestone of the year, we began measuring the indirect spending of our main contractors in La Guajira, that is, the resources these companies invest in local labor and in the purchase of goods and services within the territory, identifying approximately COP 156,082 million annually among the 20 largest contractors. This information allows us to understand better the economic impact generated by our operation and define actions to strengthen local development.

We also strengthened the participation of Guajira-based contractors and suppliers, reaching 17.4% of total contracted services (approximately 3% higher than in 2024), and a 9% share in both contracted services and goods procurement.

Together, these actions mobilized approximately COP 351,654 million in direct spending (including goods and services) and COP 156,082 million in indirect spending, energizing the local economy, promoting formal employment, and strengthening business capabilities. In this way, our supply chain contributes to building more resilient communities with greater productive and sustainable opportunities over time.

ORIGIN SUPPLIER	PURCHASES			CONTRACTS			TOTAL	
	COP \$M	%	Number of Suppliers	COP \$M	%	Number of Suppliers	COP \$M	Number of Suppliers
Guajiro	5,042	0%	31	346,612	17%	155	351,654	186
Regional	329,049	16%	146	498,487	25%	139	827,535	285
National	244,066	12%	232	1,091,171	55%	256	1,335,237	488
Inter-national	1,490,347	72%	135	54,503	3%	50	1,544,850	185
Total	2,068,504	100%	544	1,990,772	100%	600	4,059,277	1144





Achievements 2025

01

We implemented for the first time the measurement of contractors' indirect spending in La Guajira.

02

We established monthly monitoring of contractors' and suppliers' investment in the territory, strengthening the traceability of local economic impact.

03

We activated contractual clauses that promote local procurement, encouraging the purchase of goods and services in the region.

04

We consolidated the application of the responsible sourcing model and incorporated social criteria into the evaluation of contractors and suppliers.

Priorities 2026

01

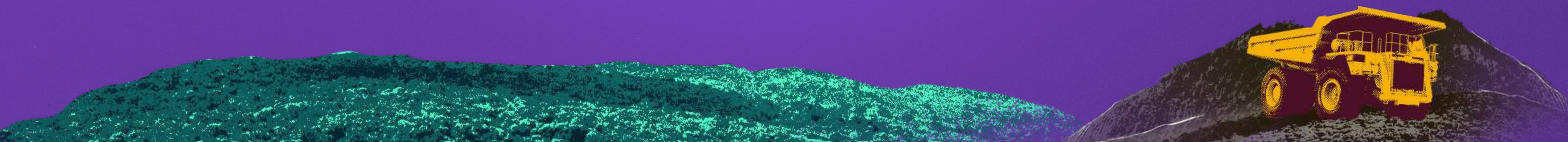
Implement a territorial contracting plan that drives local economic growth and strengthens the participation of companies from La Guajira.

02

Consolidate the measurement of contractors' indirect spending by incorporating indicators on employment and local procurement to guide decision making.

03

Strengthening the capabilities of local companies through the dissemination of contracting requirements and the necessary support to expand their opportunities as suppliers.





Resilient Communities: Moloconosir

In Moloconosir, a community located in the municipality of Albania, the mindset is clear: to be a community where nothing is impossible.

Thirty years ago, its inhabitants decided to transform the way they produced. Without abandoning their traditional economic activity, they chose to upgrade and scale it toward the market. This marked the beginning of a livestock strengthening process led by their traditional authority, which overtime gave rise to new productive initiatives.

From this path emerged **Ganadería Chinay**, an enterprise dedicated to the commercialization of mutton, eggs, chickens, and pork. Thanks to the commitment of its producers and the strengthening of their capabilities, Chinay became a supplier to Cerrejón.

In parallel, within the framework of compliance with Judgment T-704 of 2016 and as part of the consultation process conducted with Cerrejón, the Moloconosir community autonomously prioritized several income-generating projects. Among them, the development and promotion of productive initiatives focused on livestock acquisition, which included the delivery of two breeding bulls and 45 cows with the aim of improving the community's herd; the improvement of the milking facility; and infrastructure works to facilitate accessibility among the five settlements that make up the community. Additionally,

they built a processing and commercialization center that will allow the community to add value to its products, such as producing different types of cheese including mozzarella, spicy cheese, herb-infused cheese, goat cheese, and aged cheese.

The growth of Chinay has been supported through collaboration with other stakeholders such as the Livestock Association of La Guajira and the Ministry of Mines and Energy, with whom they have strengthened their initiatives and developed a pilot solar photovoltaic energy project in their territory.

Thanks to this process of organization and management, Moloconosir's products are now marketed in Manaure, Uribia, Riohacha, and Maicao. They also supply clients such as Hotel Waya in Albania, as well as foundations and organizations that provide food for school programs.

The Moloconosir experience shows how a community can strengthen its economy while preserving its productive identity, leveraging innovation and partnerships to create new development opportunities.

In Moloconosir, resilience is lived every day.





Global STANDARDS



CHAPTER

06



Contribution to the Sustainable Development Goals

Our actions are guided by the Sustainable Development Goals (SDGs), which set the path to generate value, well-being, and progress for La Guajira and Colombia.

These goals, promoted by the United Nations, represent a global plan to achieve a sustainable future and serve as an invitation to transform the way we live and work.





Goal 1 (NO POVERTY)
End poverty in all its forms everywhere.



Goal 2 (ZERO HUNGER)
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



Goal 3 (GOOD HEALTH AND WELL-BEING)
Ensure healthy lives and promote well-being for all at all ages.



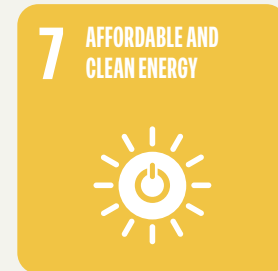
Goal 4 (QUALITY EDUCATION)
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 5 (GENDER EQUALITY)
Achieve gender equality and empower all women and girls.



Goal 6 (CLEAN WATER AND SANITATION)
Ensure availability and sustainable management of water and sanitation for all.



Goal 7 (AFFORDABLE AND CLEAN ENERGY)
Ensure Access to affordable, reliable, sustainable and moder energy for all.



Goal 8 (DECENT WORK AND ECONOMIC GROWTH)
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 9 (INDUSTRY, INNOVATION AND INFRASTRUCTURE)
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Goal 10 (REDUCED INEQUALITIES)
Reduce inequality within and among countries.



Goal 11 (SUSTAINABLE CITIES AND COMMUNITIES)
Make cities and human settlements inclusive, safe, resilient and sustainable.



Goal 12 (RESPONSIBLE CONSUMPTION AND PRODUCTION)
Ensure susustainable consumption and production patterns.



Goal 13 (CLIMATE ACTION)
Take urgent action to combat climate change and its impacts.



Goal 14 (LIFE BELOW WATER)
Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



Goal 15 (LIFE ON LAND)
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.



Goal 16 (PEACE, JUSTICE AND STRONG INSTITUTIONS)
Promote peaceful and inclusive societies.



Goal 17 (PARTNERSHIPS FOR THE GOALS)
Revitalize the global partnership for sustainable development.





Management and reporting under
GRI
standards



PAGE

SUSTAINABLE DEVELOPMENT GOAL

ORGANIZATION PROFILE

GRI 102-1 Name of the organization	Page 3	
GRI 102-2 Activities, brands, products, and services	Page 12	
GRI 102-3 Location of headquarters	Page 3	
GRI 102-5 ownership and legal form	Page 3	
GRI 102-7 Size of the organization	Pages 3, 5, 8, 9, 12, 23 and 25	
GRI 102-8 Information on employees and other workers	Pages 3, 5, 8, 9, 12, 23, 24, 25, 26, 27 and 28	
GRI 102-9 Supply chain	Pages 9, 56, 57 and 58	
GRI 102-10 Significant changes to the organization, its supply chain, or the environment	There have been no significant changes during the reporting period.	
GRI 102-11 Precautionary Principle or approach	We take the precautionary principle as a reference, avoiding taking on risks that, if realized, could cause irreversible harm to stakeholders or the environment.	
GRI 102-12 External initiatives	Pages 36 and 37	
GRI 102-13 Membership of associations		

STRATEGY

GRI 102-14 Statement from senior decision-makers	Page 5	
GRI 102-15 Key impacts, risks, and opportunities	We classify risks based on the type of impact their materialization could have on key areas for us, such as health, safety, the environment, communities, and Cerrejón's economic, legal, and reputational aspects, which are reflected throughout the report.	

ETHICS AND INTEGRITY

GRI 102-16 Values, principles, standards, and norms of behavior	Pages 5, 9, 10, 13, 16, 17 and 18	
GRI 102 - 17 Mechanisms for advice and concerns about ethics	At Cerrejón, you can report violations or concerns to your supervisor or to the designated contact: Giovanni Maldonado, Risk, Assurance and Internal Control Manager, or through the following channels:	

Cerrejón
<https://www.cerrejon.com/canal-de-denuncias>
 controlinterno@cerrejon.com +57 601-7940355

Glencore
<https://Vvglencore.raisingconcerns.org>
 codeofconduct@glencore.com +57 601-6009605



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SUSTAINABLE DEVELOPMENT GOAL

GOVERNANCE

GRI 102-18 Governance structure	Page 16	
GRI 102-19 Delegating authority	Page 16	
GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	Page 16	
GRI 102-21 Consulting stakeholders on economic, environmental, and social topics	Pages 4, 14, 19, 20, 21, 30, 31, 32, 33, 34, 35, 36, 37, 38 and 39	
GRI 102-22 Composition of the highest governance body and its committees	Page 16	
GRI 102-23 Chair of the highest governance body	Page 16	
GRI 102-24 Nominating and selecting the highest governance body	Page 16	
GRI 102-26 Role of highest governance body in setting purpose, values, and strategy	Page 16	
GRI 102-28 Evaluating the highest governance body's performance	Page 16	
GRI 102-29 Identifying and managing economic, environmental, and social impacts	Pages 16, 17, 30, 31, 32, 33, 34, 35, 36, 37, 38, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 55, 56, and 57	
GRI 102-30 Effectiveness of risk management processes	Pages 4, 16 and 17	
GRI 102-31 Review of economic, environmental, and social topics	Page 16	
GRI 102-32 Highest governance body's role in sustainability reporting	The Sustainability Report is a corporate project led by the Reputation and Communications Department, developed with contributions from various areas of the organization and approved by the management teams, departments, or vice presidencies responsible for each topic, as well as by the company's Executive Committee and our sole shareholder, Glencore.	

STAKEHOLDER ENGAGEMENT

GRI 102-40 List of stakeholder groups	Page 19	
GRI 102-41 Collective bargaining agreements	We focus on maintaining transparent, honest, and direct engagement that promotes two-way participation with our labor unions, always grounded in dialogue and constructive feedback. This commitment was reflected in the signing in 2024 of a new Collective Bargaining Agreement, with a four-year term, together with the unions Sintracarbón and Sintracerrejón.	
GRI 102-42 Identifying and selecting stakeholders	Page 14	
GRI 102-43 Approach to stakeholder engagement	Page 14	
GRI 102-44 Key topics and concerns raised	Page 14	



PAGE

SUSTAINABLE DEVELOPMENT GOAL

REPORTING PRACTICES

GRI 102–45 Entities included in the consolidated financial statements	Pages 14, 55, 56 and 57	
GRI 102–46 Defining report content and topic Boundaries		
GRI 102–47 List of material topics	Page 14	
GRI 102–50 Reporting period	Page 14	
GRI 102–51 Date of most recent report	Page 3	
GRI 102–52 Reporting cycle	Page 3	
GRI 102–53 Contact point for questions regarding the report	Page 3	
GRI 102–54 Claims of reporting in accordance with the GRI Standards	Page 3	
GRI 102–55 GRI content index	Pages 63, 64, 65, 66, 67 and 68	
GRI 102–56 External assurance	During the reporting period, no external verification of the reported indicators was conducted.	

MANAGEMENT APPROACH

GRI 103–1 al 103–3 Management approach	Pages 23, 24, 25, 26, 27 and 28	
GRI 102 – 8 Information on employees and other workers	Pages 23, 24, 25, 26, 27 and 28	
GRI 401–1 New employee hires and employee turnover	Pages 8 and 25	



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SUSTAINABLE DEVELOPMENT GOAL

HEALTH & SAFETY

GRI 403-1 Occupational Health and Safety	Pages 26 and 27	
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Pages 26 and 27	
GRI 403-3 Occupational health services	Pages 26 and 27	
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 26 and 27	
GRI 403-5 Worker training on occupational health and safety	Pages 26 and 27	
GRI 403 - 6 Promotion of worker health	Pages 26 and 27	
GRI 403 - 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Pages 26 and 27	
GRI 403 - 8 Workers covered by an occupational health and safety management system	Pages 26 and 27	
GRI 403 - 9 Work-related injuries	Pages 5, 6, 26 and 27	
GRI 403 - 10 Work-related ill health	Pages 26 and 27	

COMMUNITIES

GRI 103-1 al 103-3 Management approach	Pages 4, 30, 31, 32, 33, 34, 35, 36, 37, 38 and 39	
Own index. Social performance strategy progress	Pages 4, 30, 31, 32, 33, 34, 35, 36, 37, 38 and 39	
Own index. Social dialogue	Pages 32 and 33	



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SUSTAINABLE DEVELOPMENT GOAL

RESETTLEMENTS

GRI 103-1 al 103-3 Management approach	Pages 34 and 35	
Own index. Commitments with resettled communities' progress	Pages 34 and 35	

HUMAN RIGHTS

GRI 103-1 al 103-3 Management approach	Pages 36, 37 and 38	
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	Pages 36, 37 and 38	
GRI 412-2 Employee training on human rights policies or procedures	Pages 36, 37 and 38	
GRI 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	100% of new contracts include a human rights clause.	
GRI 410-1 Security personnel trained in human rights policies or procedures	Pages 36, 37 and 38	
Own index - Complaints Office. Number of complaints received, closed and being processed	Pages 36, 37 and 38	

WATER MANAGEMENT

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